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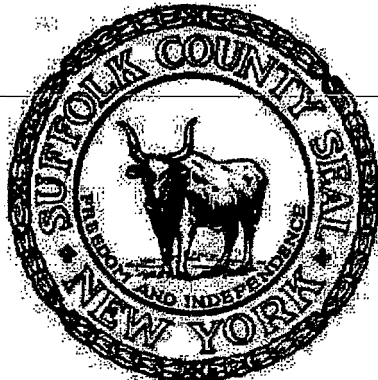


AGREEMENT

COUNTY OF SUFFOLK AND SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.

January 1, 2009 - December 31, 2012

BLUE COLLAR UNIT No. 6



IN ACCORDANCE WITH RULINGS OF THE
SUFFOLK COUNTY PUBLIC EMPLOYMENT RELATIONS BOARD,
THE BLUE COLLAR UNIT OF THE SUFFOLK COUNTY
ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.
REPRESENTS ALL EMPLOYEES OF SUFFOLK COUNTY
IN BARGAINING UNIT NO. 6.

THE FOLLOWING AGREEMENT BETWEEN
THE BLUE COLLAR UNIT OF THE
SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.
AND THE COUNTY OF SUFFOLK,
FOR THE YEARS
JANUARY 1, 2009 THROUGH DECEMBER 31, 2012,
HAS BEEN APPROVED BY THE MEMBERS
OF BARGAINING UNIT NO. 6,
BY THE COUNTY EXECUTIVE,
AND BY RESOLUTION OF THE COUNTY LEGISLATURE.

PREFACE

Agreements entered into by the Suffolk
County Association of Municipal Employees, Inc.
and the County of Suffolk that modify the
Agreement must be signed by both the President
of the Suffolk County Association of Municipal
Employees, Inc. and the Director of Labor
Relations and must be on file in both Offices
for these Agreements to be binding on both the
Union and the County.

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AGREEMENT made this 11th day of March, 2011, between Suffolk County, a municipal corporation of the State of New York, having its principal place of business at the Suffolk County Center, Riverhead, New York, as employer ("the County) and Suffolk County Association of Municipal Employees, Inc., a domestic not for profit corporation, having as its primary purpose the improvement of terms and conditions of employment of public employees, having its office and principal place of business at 30 Orville Drive, Bohemia, New York 11716, as an employee organization ("the Association" or "AME").

WITNESSETH

WHEREAS, the County has recognized the Association as the sole exclusive bargaining representative for all employees of Suffolk County listed and included as Bargaining Unit No. 6 in the 1989 Suffolk County Classification and Salary Plan book, which is deemed to be a part of this Agreement.

This book is to be reviewed annually for accuracy with regard to the specific Bargaining Unit No. 6 by the Director of Labor Relations and the Association President.

All other employees in the County of Suffolk will be excluded from this Agreement and its terms and conditions, except those employed pursuant to new titles, which will be dealt with pursuant to Section 17(D) of this Agreement.

The Management/Confidential employees as designated by New York State PERB or Suffolk County Mini PERB or by joint stipulation of the Director of Labor Relations and the Association President will also be excluded. However, those employees who are designated confidential as above will receive an additional monetary amount, above their contractual annual salary, as directed and designated by the Director of Labor Relations.

Present and/or new excluded titles and present and/or new excluded categories may be included in this Agreement upon the joint stipulation of the Director of Labor Relations and the Association President.

Those employees, as the Association represents, are hereinafter referred to as "the Employees"; and

WHEREAS, the Association was on the 11th day of January, 1985, recognized by the Suffolk County Public Employment Relations Board as the representative for the purpose of collective bargaining for the Employees; and

WHEREAS, the Association has affirmed in writing to the County that it does not assert the right to strike against any government, to assist or participate in any strike or to impose an obligation to conduct, assist or participate in a strike; and

WHEREAS, the parties desire to enter into a collective bargaining Agreement setting forth the amount of wages to be paid to the Employees and the terms and conditions upon which the Employees work and perform their duties.

NOW, THEREFORE, by reason of the premises and in consideration of the mutual covenants herein, the parties agree as follows:

1. GENERAL OBLIGATION OF THE ASSOCIATION The Association obligates itself for its members and Employees that it and each of those members and Employees will faithfully perform all of the terms and conditions of this Agreement on their respective parts to be performed.

2. RECOGNITION: TERM The County recognizes the Association as the sole and exclusive bargaining agent and representative for the Employees of Bargaining Unit No. 6 and agrees to continue to do so, subject to the orders of the Public Employment Relations Board, courts and any arbitrator acting pursuant to this Agreement, for the maximum period permitted pursuant to the provisions of Civil Service Law Section 208(2).

The County agrees to the Agency Shop provision as per New York State Law.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

3. RIGHTS RESERVED THE COUNTY Except as specifically abridged, delegated, granted or modified by this Agreement, all of the rights, powers and authority the County had prior to the signing of this Agreement are retained by it and remain exclusively and without limitation within the rights of management, which are not subject to grievance procedures or arbitration.

This includes the right, power, privilege, subject to Civil Service Law, and to the terms of this Agreement where applicable, to plan, determine, direct and control or change the nature and extent of all its operations, to promote Employees from one classification to another, to transfer and assign Employees to places of work as it may elect, to create and abolish positions and to delegate duties, tours of duties and the manner of the performance of those duties. It also includes the right to demote, discipline, suspend or discharge Employees for cause and to relieve them from their normal duties for any legitimate reason, to introduce new equipment, methods or facilities or change existing methods and to make and enforce rules and to carry out the functions of management.

4. OFFICERS OF THE ASSOCIATION The Association will send the County a letter of notification by January 15 of each year, which will contain a list of the names and addresses of the Association officers. The Association will periodically update the letter of notification to reflect changes of the names and/or addresses of said officers. No Association officer will be recognized by the County until it has received notification of any new appointments or changes.

5. COMPENSATION: REGULAR WAGES The bi-weekly wages for the period beginning January 1, 2009 and ending December 31, 2012 will be set forth in the Schedules attached hereto and made a part hereof.

Bi-weekly wages are the official salary rate. All salary rates will be rounded off to the dollar figure as follows: \$.49 or below, rounded off to the lower dollar; \$.50 or above, rounded off to the next highest dollar.

Salaries - Please refer to the respective Salary Charts set forth in Appendix A.

A. Schedule A-1 sets forth the bi-weekly wages for Employees effective January 1, 2009.

Schedule A-2 sets forth the annual wages for Employees, for informational purposes only, effective January 1, 2009.

Schedule A-3 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective January 1, 2009.

Schedule A-4 sets forth the hourly salary rates for 40 hour Employees, for informational purposes only, effective January 1, 2009.

Schedule A-5 sets forth the hourly salary rates for 37.5 hour Employees, for informational purposes only, effective January 1, 2009.

Schedule A-6 sets forth the hourly salary rates for 35 hour Employees, for informational purposes only, effective January 1, 2009.

B. Schedule B-1 sets forth the bi-weekly wages for Employees effective January 1, 2010.

Schedule B-2 sets forth the annual wages for Employees, for informational purposes only, effective January 1, 2010.

Schedule B-3 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective January 1, 2010.

Schedule B-4 sets forth the hourly salary rates for 40 hour Employees, for informational purposes only, effective January 1, 2010.

Schedule B-5 sets forth the hourly salary rates for 37.5 hour Employees, for informational purposes only, effective January 1, 2010.

Schedule B-6 sets forth the hourly salary rates for

35 hour Employees, for informational purposes only, effective January 1, 2010.

C. Effective January 1, 2011, each step of the 2008 salary schedule will be increased by 2%.

Schedule C-1 sets forth the bi-weekly wages for Employees effective January 1, 2011.

Schedule C-2 sets forth the annual wages for Employees, for informational purposes only, effective January 1, 2011.

Schedule C-3 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective January 1, 2011.

Schedule C-4 sets forth the hourly salary rates for 40 hour Employees, for informational purposes only, effective January 1, 2011.

Schedule C-5 sets forth the hourly salary rates for 37.5 hour Employees, for informational purposes only, effective January 1, 2011.

Schedule C-6 sets forth the hourly salary rates for 35 hour Employees, for informational purposes only, effective January 1, 2011.

D. Effective January 1, 2012, each step of the 2011 salary schedule will be increased by 2%.

Schedule D-1 sets forth the bi-weekly wages for Employees effective January 1, 2012.

Schedule D-2 sets forth the annual wages for Employees, for informational purposes only, effective January 1, 2012.

Schedule D-3 sets forth the two-tour rotating, three-tour rotating and steady nights salary rates, for informational purposes only, effective January 1, 2012.

Schedule D-4 sets forth the hourly salary rates for 40 hour Employees, for informational purposes only, effective January 1, 2012.

Schedule D-5 sets forth the hourly salary rates for 37.5 hour Employees, for informational purposes only, effective January 1, 2012.

Schedule D-6 sets forth the hourly salary rates for 35 hour Employees, for informational purposes only, effective January 1, 2012.

All Employees must be on the payroll on or before January 1 in order to advance one Step effective and payable July 1 each year.

Increments will continue to be granted in conformance with the "Triborough Doctrine," as in effect on the date of the signing of this Agreement, in the event that the Agreement expires before a successor Agreement can be reached.

When a full-time Employee receives a promotion or upgrade, he/she will receive a minimum of a 3% wage increase.

Both sides recognize the Rules for the Administration of the Classification and Salary Plan as adopted by various resolutions. (Resolution No. 919-77, amended by Resolution Nos. 52-78, 359-78, 625-81, 115-83).

F. No Employee covered by this Agreement will make an annual salary equal to or greater than that of the County Executive.

G. Employees receiving a pay raise or a promotion will receive the new pay rate effective on the date the Employee is appointed to a higher grade.

5.1 Longevity

Effective January 1, 2011, each step of the longevity schedule will be increased by \$25. Effective January 1, 2012, each step of the longevity schedule will be increased by \$25. Longevity pay entitlement for Employees is reflected in the following table that reflects the amount of longevity payment and the number of years of completed service necessary to qualify for payment.

Longevity will be paid as follows:

	<u>10 years</u>	<u>15 years</u>	<u>20 years</u>	<u>25 years</u>	<u>30 years</u>
1/1/11	\$1075	\$1575	\$2075	\$2225	\$2425
1/1/12	\$1100	\$1600	\$2100	\$2250	\$2450

A. For purposes of longevity, service must be continuous, except that leaves of absence for one year or less will not constitute a break in service. Except for military leaves of absence, no credit will be given for any time or leave that continues beyond one year. Suspensions will not be deemed a break in service.

For purposes of longevity, an Employee who had been on the County's payroll for one year or more and who resigns or is terminated and then is re-employed by the County within one year will not lose previous time. However, the break in service will be deducted from the total service time of the Employee. An Employee who resigns or is terminated and is subsequently re-employed by the County, when the break in service was greater than one year, will not receive credit for prior service. Longevity will be based upon total years of County service.

B. For purposes of longevity, "service" will mean service in the County of Suffolk except that Employees who were transferred into the employ of the County because of an action taken by the County will likewise be credited for service with their previous employer for the purpose of determining entitlement to longevity pay. For example, an employee of the Port Jefferson Sewer District who was assimilated into the County when the Department of Environmental Control was established will, for purposes of longevity, receive credit for continued prior years of service with the Port Jefferson Sewer District. An Employee of a school district who voluntarily resigns his/her position and accepts a position with the County will not be given credit for prior service with the school district.

C. An Employee will be deemed to have completed the appropriate number of years of continuous service on January 1 of the calendar year in that he/she will have completed the service. An Employee will be entitled to longevity pay if terminated from

service during the year for reasons of death or retirement. Employees terminated for other reasons will be entitled to receive a full year's longevity pay only if they have actually completed the appropriate number of years of service, as the case may be, at the actual date of termination. For example, an Employee whose date of completion of 15 years of service is July 1, and who retires on March 1, will have his/her full longevity check to that he/she is entitled upon the completion of 15 years of service paid to him/her as of the date of retirement. For example, an Employee whose date of completion of 15 years of service is September 1, and who resigns on February 1, will have his/her longevity check to which he/she is entitled, upon the completion of 10 years of service, paid to him/her as of the date of his/her resignation.

D. Employees who are entitled to longevity pay on January 1 of any year will be paid by separate checks on the Thursday immediately following the first payday following April 1 of that year. An Employee must be on the payroll on January 1 to be eligible for a longevity payment in April. An eligible Employee who is not on the payroll in April when the longevity payment is made will be paid the appropriate amount upon his/her return to the payroll.

6. COMPENSATION: PREMIUM PAY

6.1 Overtime

Time and one-half will be paid for all hours worked in excess of the named work week. For all Employees who are hired prior to July 1, 2006, any time off for vacation, sick leave, personal leave, holidays or other leave with pay will be considered as days worked pursuant to this paragraph.

Employees who work a 37.5 hour work week will be paid at the 35 hour overtime rate where there are Employees in the same title working a 35 hour work week, except during the first year of employment, where all Employees are working an additional 2.5 hours per week.

It will be management policy to make payment for overtime worked no later than the second payday after the date of submission of the record of the overtime. Records of overtime work must be submitted to the payroll office of each Department.

The Office of Labor Relations undertakes to alert all administrators and fiscal functionaries to this requirement and to follow up, promptly, lapses in this policy.

Notwithstanding any inconsistent contract provision or practice to the contrary, all Employees not covered by Fair Labor Standards Act (FLSA) Section 207(k) who are hired on or after July 1, 2006 will be entitled to overtime as follows: at straight time for all hours worked after actually working 35 or 37.5 hours, as applicable, during the work week (Monday-Sunday), and at time and one-half after actually working 40 hours during the work week (Monday-Sunday).

Notwithstanding any inconsistent contract provision or practice to the contrary, all Employees covered by FLSA Section 207(k) who are hired on or after July 1, 2006 will be entitled to overtime as follows: at straight time for all hours worked after actually working 35 or 37.5 hours, as applicable, during the applicable FLSA work cycle, as designated by the County and at time and one-half for all hours worked after actually working the maximum number of hours in the applicable FLSA work cycle, as designated by the County.

6.2 Equalization of the Opportunity for and Obligation to Perform Overtime

Overtime work, as an opportunity, in the same or related title will be equalized among Departmental Employees as far as is practical. Department Heads and supervisors may require the performance of overtime or "called-in" work for reasonable periods as an obligation in cases where, because of seasonal or extraordinary requirements related to the job or because of the absence of normal personnel for whatever reason, the work is necessary to meet the normal work demands of the function of the Department or some emergency exists. Seniority will be a criterion in the selection of Employees for overtime, provided that the Employees have the ability to do the work. Overtime opportunity will be allocated by seniority on a rotating basis.

6.3 Employee Option

Employees will have the option of choosing compensatory time and one-half off for overtime in lieu of paid

overtime. This option will be indicated by the end of the pay period in which the overtime has been worked.

However, at no time may an Employee carry more than a maximum of 240 hours of compensatory time, except for those Employees who, in accordance with the provisions of the FLSA, may accumulate a maximum of 480 hours.

Where an Employee has 240/480 hours of compensatory time on the books, he/she will receive payment for any additional overtime earned. Issues as to the application of the FLSA will be resolved in accordance with the provisions of the Act and will not be subject to the grievance and arbitration procedure of the Agreement.

The Employee will be paid for all accumulated compensatory time upon termination of employment.

6.4 Recall, "Called-in" Work and Planned Overtime

An Employee, who is recalled to work on his/her normal work day or is called-in or directed to work on any non-work day, will receive a minimum of four hours pay computed at the overtime rate and in addition will be granted a fixed travel time allowance on a portal (home) to portal (jobsite) basis of one-half hour each way computed at the overtime rate.

The Employee will remain at his/her job assignment and physically work for these minimum number of hours. If the Employee does not remain on the job, he/she will only be paid for the hours actually worked, unless directed to leave by a supervisor, in which case he/she will be compensated for four hours. Employees scheduled to work overtime on a non-work day, who have received 24 hours advance notice of the overtime work, will not be entitled to receive this fixed travel time allowance.

This provision will not apply to split shift Employees. Overtime pursuant to this provision will be accrued and payable pursuant to Section 6.1 of this Agreement. This provision will not apply to work performed directly before or after the Employee's regular shift. For purposes of this section, a non-work day will be defined as any day an Employee is not scheduled to work, including a scheduled personal day, a scheduled vacation day, a scheduled holiday, a scheduled day taken for

compensatory time accumulated or scheduled time worked in lieu of a holiday.

The Department of Social Services Case Examiners and Caseworkers who need to be recertified periodically will be credited with four hours compensatory time to be used for travel out of the County. This will not apply to those Employees who are obtaining their initial certification.

6.5 Night Differential

A night differential of 10% (will apply for any shift starting at 6:00 p.m. or later, or ending at 6:00 a.m. or earlier. An Employee who works a majority of his/her time during the specified evening or night shift will be entitled to the night differential for his/her full pay. Employees working rotating shifts will not receive a night differential.

6.6 Rotating Shifts

An Employee who is regularly assigned to a two-tour rotating shift will receive an additional \$1,100 or 6%, whichever is greater.

An Employee who is regularly assigned to a three-tour rotating shift will receive an additional \$1,100 annually or 10%, whichever is greater.

An Employee who regularly alternates between day and night shifts during the year will be deemed to be working rotating shifts.

6.7 Limitation of Application

All those Employees in Grade 23 and below will be entitled to overtime.

6.8 Compensatory Time

If an Employee elects to take compensatory time in lieu of paid overtime, he/she will be given an opportunity to take the compensatory time at a mutually agreed time during the year in which it was earned. If the compensatory time is not taken by the

end of the last full pay period in November in the year in which it was earned, the Employee will be paid for it by separate check on or before December 31. Any compensatory time earned after the above-mentioned time will be carried over to the following year.

Two times per year, Employees have the option to convert accrued compensation time to monetary compensation by submitting a request to their Department. These payments will be made in June and December by separate check based upon the last full pay period in the previous month.

All Employees who are in Grade 24 or higher will continue to accrue compensatory time at the same rate as past practice. However, these Employees will be allowed to accumulate this time unlimited and may, at the Employee's option, convert up to 70 hours per year to vacation or sick time at the end of the year. Any time not used or converted by the end of the year will be lost.

However, any Employee in Grade 24 or higher who is covered by the FLSA will be subject to the same compensatory time and overtime rules as those Employees below Grade 24 with respect to overtime earned for hours worked in excess of 40 hours in a work week.

Issues as to whether an Employee is covered by the FLSA will be resolved solely by the mechanisms provided by the Fair Labor Standards Act. Issues as to the application of the FLSA will be resolved in accordance with the provisions of the Act and will not be subject to the grievance and arbitration procedure of the Agreement.

6.9 Weather Emergencies

If an Employee is required to work more than two consecutive shifts (or its hourly equivalent) as a result of a weather-related emergency, he/she will be given a break of two consecutive hours at time and one-half pay during the first four hours of the third consecutive shift. This will not apply to cases where the Employee may be sent home during the first four hours of the third shift. If the Employee is sent home during the first four hours of the third consecutive shift, his/her employer will not be required to provide the two hour break at straight

pay. However, this will not be utilized to avoid the payment of the two hours.

It will be management's sole discretion to send the Employee home or retain him/her during the third consecutive shift. If the Employee works a third consecutive full shift that continues into his/her regular tour, it will be continued at the overtime rate. If the Employee is sent home, he/she may charge accruals for the day.

If the Employee indicates that he/she is physically unable to continue to work, management will not unreasonably deny a request to go home.

7. COMPENSATION: INSURANCE

7.1 Health Insurance

The employer will continue the several optional and alternative hospitalization and surgical insurance policies presently in effect and available to Employees, an Employee's domestic partner and their dependents (spouse and children only up to age 19 and for children who are dependent students up to age 25) and will pay for the coverage elected by the Employee from the plans in accordance with the eligibility requirements set forth by the State of New York. Any Employee as of 12/31/80 receiving this benefit will not lose it as long as he/she continues to work the same number of hours or more.

Refer to Appendix H for Eligibility for Benefits.

All Employees will be eligible for health insurance after completion of two full months of service following the month in that they had been hired. For example, an Employee hired on February 15 will be eligible for health insurance on May 1; an Employee hired on June 2 will be eligible for the benefit on September 1.

The County will continue to allow payroll deductions for HMO's.

The Association recognizes the County's right to self-insure, change carriers or adopt a combination of

self-insurance and a carrier in place of the current option offered by the State Plan. The County will provide benefit levels in any new health insurance program that will at all times be equal to the benefit levels provided by the State Plan during the term of this Agreement. The County's right to have a group health insurance option other than the State Plan will be contingent upon the County maintaining the State Plan's terms, conditions and option regarding retirees. If the County leaves the State Plan, the cash buyout payment will be continued at the option of the County. The County Plan would continue to provide for the full cost of coverage pursuant to any new plan.

7.2 Workers' Compensation

A. Employees who are injured in the course of their employment will continue to receive their normal full salary, as per provisions of the State Law, for a period not to exceed 39 weeks. A portion of that salary, up to the State maximums, will be considered Workers' Compensation and will be taxed per federal and state tax regulations.

The Office of Insurance and Risk Management and/or the County's insurance carrier will make the determination whether the injury is compensable as defined by the Workers' Compensation Law. In the event that the determination is adverse to the Employee and the claim is not accepted, final determination as to the acceptance of the claim and its causal relationship will lie with the decision of the Workers' Compensation Board. The provisions of this Agreement regarding full salary will be tied to the final decision of the Board. In adverse situations, Employees may utilize all accrued leave time allowances to receive pay for days not worked because of the injury. Time allowance will be only credited to the Employee if the Workers' Compensation Board accepts the claim as compensable. Employees without accruals will be removed from the payroll subject to the one-half pay provision, pending a favorable decision on their claim.

Workers' Compensation will cease if the Employee is able to perform a special or lesser assignment or in the event that the Workers' Compensation Board provides for a finding of reduced earning benefits without permanent disability and the Employee has failed to appear for the special assignment. If, for any reason, the County is unable to provide special assignment in

accordance with the regulations of the Workers' Compensation Board, full payment will continue per State regulation and the salary provisions in Section 7.2, Paragraph 1, of this Agreement.

Any Employee injured in the course of his/her duties as a result of an altercation with a prisoner, whether intentional or not, will receive his/her normal full salary and the 39 week limitation will not prevail. However, all other provisions of Section 7.2 will prevail.

Upon a finding of permanent disability, an Employee will cooperate with his/her Department and the County and file for disability retirement pursuant to the provisions of the New York State Retirement System. The Employee will allow all medical personnel required to review his/her medical documentation in the process of his/her disability claim.

B. Special Assignment - Once an Employee receives notification from the County's doctor and/or consultation physician or the Employee's treating physician that he/she is capable of performing special duty, he/she will be placed in a special duty pool pursuant to the following rules:

1. While performing special duty, the Employee will receive his/her normal salary.

2. Special duty will be assigned commensurate with the Employee's injury.

3. The Employee will be assigned to work at the duty station to that he/she normally reports to work. However, if there is no Special Duty at an Employee's duty station, he/she may be assigned to any other location. However, if the assignment is more distant than he/she normally travels to work the Employee will be paid the excess mileage.

4. The Special Duty pool will be administered by a Department designated by the County.

5. Any time spent performing special assignments will continue to be included as part of the 39 week maximum benefit.

C. The Association recognizes the County's right to use a County physician and/or consulting doctor as designated by the Office of Insurance and Risk Management to authorize an Employee to a special duty unit in accordance with the subparagraphs 1, 2 and 3. If the Employee's treating physician and the County doctor or consulting physician do not agree on an Employee's ability to perform light duty, a third party medical group mutually agreed upon by the County and the Association will be utilized to determine the Employee's capability. Should the third party medical group certify the Employee's ability to perform special duty and the Employee fails to appear for duty, the Employee will receive a direct compensation payment and may utilize his/her accruals (sick time, vacation or overtime) pending a decision of the Workers' Compensation Board. Should the Board award a rate less than the full permanent disability rate, the decision will indicate the Employee's capability to perform special duty during that period of time and no further reimbursement of accruals and/or compensation will be made. If the Board awards a full compensation rate, this will be regarded as a total disability and the Employee's salary and/or Workers' Compensation rate or accruals will be adjusted.

D. In the case of an Employee whose case has been controverted by the County, where the Workers' Compensation Board has not made a final ruling and where the Employee has exhausted all time accruals on the books, the Employee will be granted the half-sick-leave provision of this Agreement until a final Workers' Compensation Board decision is made, the 39 week period is exhausted or the Employee's entitlement to half-sick-pay is exhausted, whichever comes first. Upon a final decision by the Workers' Compensation Board, all time accruals, half-sick-pay provisions and Workers' Compensation benefits will be adjusted in accordance with the ruling. This provision does not change the policy whereby an Employee receiving Workers' Compensation benefits is not also entitled to the half-sick-leave provisions of this Agreement.

E. The Association will confer with the County and reserve the right to final approval on the selection of an independent medical consulting facility to serve as the third party medical group (See Appendix J).

7.3 Benefit Fund

The Benefit Fund will have an equal number of Association-designated and County-designated trustees. The contributions to this Fund will be used for the purposes of providing welfare and other benefits as determined by the trustees. This contribution will be as follows:

Effective January 1, 2009, the contribution level will be \$1,380.98. Effective January 1, 2011, the contribution level will be \$1,405.98. Effective January 1, 2012, the contribution level will be \$1,430.98.

Payments to the Benefit Fund by the County will be made in advance on a bi-monthly basis. The amount of the pre-payment will be based on the number of Employees on the last payroll preceding pre-payment. There will be a reconciliation at the conclusion of each two month period, whereby additional payments will be made on a daily basis for Employees added to the payroll during the two month period, but after the payment date, and whereby deductions on a daily basis will be made for Employees who are terminated during the two month period, but after the payment period.

7.4 Liability Coverage

The County will provide liability protection coverage pursuant to its comprehensive liability insurance for all Employees covered by this Agreement acting in the discharge of their duties and within the scope of their employ in accordance with Local Law 6-1985 (See Appendix C).

7.5 Long Term Disability

The County will provide a long term disability insurance program that, after a 90-day waiting period will, on the 91st day of disability, pay a daily benefit of two-thirds of weekly salary up to \$300 per week for a period of two years (104 weeks). No accruals may be used to enable an Employee to receive more than his/her full salary. In a case where half-pay is applied to reach full salary, any unused portion will be used to extend the benefit (See Appendix E).

Departments will attempt to schedule physical examinations within two days of when the Employee is designated to return to work. When the physical examination cannot be scheduled within the two days, the Employee will be permitted to return to work pending a County physical, provided he/she has produced a note from his/her personal physician stating his/her ability to return to work. It is recognized that this policy will not apply to Employees who have been absent due to psychological conditions. Any Employee who returns to work pending a County physical will execute a release/waiver of liability to the County and indemnify the County against any liability occasioned by his/her return to work.

In the event the County doctor does not approve the Employee's return to work, the disability leave will continue.

7.6 Death Benefit

The County will provide all children and spouse, unless he/she subsequently remarries, of an Employee who died in the line of duty, with free tuition in Suffolk County Community College as long as they fulfill entrance requirements and were dependents of the Employee at the time of death. An Employee is considered to have died in the line of duty if his/her death resulted from an injury sustained while on the job.

8. TIME FOR PERFORMANCE OF SERVICES

8.1 Work Week/Work Day

The normal workweek will be either 35 or 37.5 hours for all Employees, based upon the number of hours worked by Employees in the same title within his/her Department at his/her work location. If the title does not currently exist within a Departmental job location, the Employee's workweek will be based upon the duties of the position, the interrelations with the surrounding positions and the operational needs of the Department. No Employee on the payroll prior to June 19, 1997 will have his/her work day/work week changed as a result of the above language. In the case of Employees who work 37.5 hours a week and whose jobs require working steadily through a shift and remaining on the job site, a half-hour lunch (or eating) period will be allowed, with the provision it be taken at the job site and

uninterrupted except for emergencies. The weekly work schedule will be five consecutive days on plus two consecutive days off. Exceptions will occur only on written Agreement between the Office of Labor Relations and the Association. Also excepted will be Employees assigned to work a weekly work schedule of less than five consecutive days on.

All Employees hired after September 3, 2001 will work either a 37.5 hour or a 40 hour workweek that will be 2.5 hours more than the number of hours worked by Employees in the same title within their Department at their workstation for the first year of their employment, at which time they will revert to the same number of hours as the Employees in the same title within their Department at their work location.

No Employees will be required to work more than a normal 40 hour workweek (e.g., in a work location where Employees currently work a normal 40 hour workweek due to "lock-in," new Employees would also work the same 40 hours).

Except for those Employees whose jobs require working steadily through a shift and remain on the job site, Employees will have, at a time designated by the Department Head or supervisor, two 15 minute breaks each day, one in the morning and one in the afternoon.

All Employees normally required to eat a meal on duty or on the job site will be paid for the meal time so that personnel who work a seven hour day will be paid seven and a half or eight hours (whichever is applicable), including meal time and Employees who work a seven and a half-hour day will be paid eight hours, including meal time.

8.2 Flexible Work Schedule

Flexible work day and work week schedules may be implemented for various Departments as agreed to mutually by the Director of Labor Relations and the Association President.

Programs of flex-time will be guided by the principle that Employees receive no less or no more in salary, overtime and other benefits than if they had remained in their former schedule.

8.3 Vacation with Pay - Basic Schedule

Employees will accrue vacation according to Schedule A or B.

8.4 Vacation Accruals

Vacation time may be accrued to a maximum of 90 work days in any calendar year. However, only 60 days will be permitted to be carried over to the succeeding year.

In the case of death, the beneficiary is to receive payment in compensation for any unused accrued vacation time.

Part-time Employees will earn and accumulate vacation on a prorated basis.

Employees who fall ill while on vacation may use their sick leave for the remainder of the illness and have their time adjusted, provided proper notice is given and a doctor's certificate is presented.

Upon separation, pay will be granted for unused vacation days.

SCHEDULE A- 35 HOUR EMPLOYEES

						At the Completion of Each Full Pay Period	Extra Hours on Ann. Date
<u>From</u>	<u>To</u>	<u>Days Per Year</u>					
Beginning of Employment	1st Ann. Date	10			2.5		5
1st Ann. Date	2nd " "	11			2.75		5.5
2nd " "	3rd " "	12			3		6
3rd " "	6th " "	15			4		1
6th " "	9th " "	18			4.75		2.5
9th " "	10th " "	19			5		3
10th " "	11th " "	20			5.25		3.5
11th " "	12th " "	21			5.5		4
12th " "	13th " "	22			5.75		4.5
13th " "	14th " "	23			6		5

14th	"	"	15th	"	"	24	6.25	5.5
15th	"	"	16th	"	"	25	6.5	6
16th	"	"	17th	"	"	26	7	0
17th	"	"	18th	"	"	27	7.25	.5
18th	"	"	19th	"	"	28	7.5	1
19th	"	"	20th	"	"	29	7.75	1.5
20th	"	"	Termination of			30	8	2
Employment								

SCHEDULE B- 37.5 HOUR EMPLOYEES

			At the			
			Completion			
			of Each			
			Full Pay			
			Period			
<u>From</u>		<u>To</u>	<u>Days</u>		<u>Extra</u>	
			<u>Per</u>		<u>Hours on</u>	
			<u>Year</u>		<u>Ann.Date</u>	
Beginning of						
Employment	1st Ann. Date	10		2.75	3.5	
1st Ann. Date	2nd " "	11		3	4.5	
2nd " "	3rd " "	12		3.25	5.5	
3rd " "	6th " "	15		4.25	2	
6th " "	9th " "	18		5	5	
9th " "	10th " "	19		5.25	6	
10th " "	11th " "	20		5.75	.5	
11th " "	12th " "	21		6	1.5	
12th " "	13th " "	22		6.25	2.5	
13th " "	14th " "	23		6.5	3.5	
14th " "	15th " "	24		6.75	4.5	
15th " "	16th " "	25		7	5.5	
16th " "	17th " "	26		7.5	0	
17th " "	18th " "	27		7.75	1	
18th " "	19th " "	28		8	2	
19th " "	20th " "	29		8.25	3	
20th " "	Termination of	30		8.5	4	
Employment						

Accrued vacation will be taken by Employees at times and in a manner as assigned by management that, in making assignments, must take into consideration the Employee's seniority as defined in Section 15(B) hereof in job classification subject, however, to the operational requirements of the work and the jobs to be performed. An Employee's anniversary date is that calendar date on that the Employee began employment with the County.

The County will determine and notify each Employee prior to December 15 of each year when vacations may be taken, the number of Employees who may take vacations at one time and the amount of each Employee's vacation accruals to December 31 of the following year. Employees will submit their vacation requests to management by January 15 and management will, by February 15, approve or disapprove the request. It will be incumbent upon the Employee to ensure that any vacation accrued beyond 60 days by December 31, of the following year, has been scheduled by that time or it will be lost. Time beyond 60 days that has been scheduled and approved, then denied and not allowed to be rescheduled by management, will be permitted to be carried over to the following year. Employees not permitted to reschedule scheduled vacation time lost, due to a workers' compensation absence, will not lose any vacation accruals over 60 days.

8.5 Holidays

A. Employees will receive the following paid holidays:

- | | |
|---------------------------|----------------------|
| 1. New Year's Day | 7. Labor Day |
| 2. Martin Luther King Day | 8. Columbus Day |
| 3. Lincoln's Birthday | 9. Election Day |
| 4. Washington's Birthday | 10. Veterans' Day |
| 5. Memorial Day | 11. Thanksgiving Day |
| 6. Independence Day | 12. Christmas Day |

B. Holidays that fall on a Saturday will be granted on the preceding Friday. Holidays that fall on a Sunday will be granted on the following Monday.

Employees who enjoy days off other than Saturday and Sunday in a calendar week will be treated accordingly. That is, if an Employee normally has off Tuesday and Wednesday and a holiday falls on a Tuesday, the Employee will enjoy the holiday on Monday.

C. If Employees not normally scheduled to work on a holiday are required to work on a holiday as enumerated herein, they will be entitled, at their election, either to compensatory time and one-half off or time and one-half in addition to their normal pay. If an Employee elects to be paid, the payment will be made in accordance with Section 6.1 of this Agreement.

In the case of Employees who by the nature of their

duties, are required to work on a holiday (for example, Jail Personnel; etc.), in addition to normal pay they receive for working on holidays as a result of shift assignment, they will be paid compensation computed at the rate of time and one-half for each holiday worked or for each holiday that falls on the normal day off. Payment will be made for holiday compensation on the Thursday following the first pay day in July of each year for the holidays that fall during the period January to, and including, Independence Day, and on the Thursday following the first pay day in December of each year for the holidays that follow Independence Day through December 31.

A Labor/Management Committee will be formed to investigate the holiday procedure for 24-hour facilities (e.g., Bergen Point/DPW, Sheriff's Office).

D. Court Obligations - Employees who are called in to serve jury duty, or who are subpoenaed for court appearances in connection with their official County duties, will continue to receive their regular pay notwithstanding required absences from the job. In the case of the Employee's call to jury duty, any pay as received for jury service is to be turned in to the County, but any mileage allowance may be retained by the Employee. This section does not apply to court appearances regarding personal concerns of the Employee. An Employee normally assigned to a rotating shift or night shift will not be required to report to work on a day for that he/she is scheduled to report for jury duty. In the event an Employee is on jury duty on his scheduled day off, the Department Head will have the sole discretion to reschedule the Employee's day off. It is incumbent for the Employee to notify the Department in a timely fashion.

E. For the purposes of holiday compensation described in C above, for Employees who work rotating shifts, the holiday will be the same as designated for all other County Employees.

8.6 Leave with Pay - Personal and Administrative Leave

A. Personal Leave as of Right - Four days of personal leave will be accrued on the first day of employment and on each anniversary date thereafter. This leave, except in cases of extreme emergency, will not be taken without the prior approval of the Department Head. Prior approval will not be given for periods

immediately before or at the end of a regularly scheduled vacation leave. Accrued personal leave as of right may not be carried over from year to year (Employee work year), but in no event may accrued personal leave be taken after announcement of intention to resign.

Unused personal leave will be converted to sick leave at the end of an Employee's year.

The Department of Public Works will continue, as its past practice, to grant personal leave days on January 1 of each calendar year rather than on the Employee's anniversary date.

Upon the death of any Employee, payments will be made for any unused personal time remaining.

B. Emergency Leave, Bereavement - In case of a death of an Employee's immediate family (spouse, child, parent, sibling, parents-in-law, grandparents, grandchildren, step-child, step-parent, step-grandparent, step-sibling and legal guardian), an Employee will be granted three working days or four calendar days leave of absence with full pay, whichever is greater (i.e., when bereavement leave begins on workday one or two, the Employee is entitled to four days' leave. When bereavement leave begins on days three, four or five, the Employee is entitled to three days' leave). Employees are expected to notify the Department Head as soon as possible. In the case of other family members (grandparents-in-law, children-in-law, sister-in-law, brother-in-law, foster parent, foster child, uncles and aunts) one day leave will be granted for purposes of mourning. In the instances where only one day leave is permitted, the day need not immediately follow the date of death.

Also, leave may be granted up to a maximum of three working days or four calendar days, whichever is greater, in the event of the death of relatives who actually reside in the same household with the Employee. This additional leave may be granted at the sole discretion of the Director of Labor Relations.

C. = Cancer Pool = - Employees wishing to participate in this program will be permitted to "voluntarily" donate "compensable" time to a pool of hours to be utilized for any Employee who is being treated for Cancer (and has exhausted

his/her own accruals. The pool of hours will also be available for Employees who are primary caregivers or caretakers for a spouse being treated for Cancer (see Appendix L). Effective March 2, 2011, Employees may donate unused accrued sick time at any time except during the year immediately prior to their separation from service. Any time donated during this one year period will be retroactively deducted from the pool. For every two sick days or the hourly equivalent donated, the pool will be credited with one day or the hourly equivalent.

D. Administrative Leave - The Association Officers will be entitled to attend conventions, authorized business functions and Association meetings with no loss of time, subject to the following:

1. The leave will be granted up to three days in the case of a maximum of 130 delegates who will be chosen by the Association President. The President will notify the Director of Labor Relations at least one week prior to the dates that will be requested for administrative leave. Also, there will be no more than the number of Employees agreed upon as of October 23, 1989, from any one Department granted administrative leave to attend the same convention, authorized business function or meeting, unless when agreed upon by the Association President and the Director of Labor Relations.

2. The Association's negotiating team will be granted administrative leave for all time necessary to attend actual negotiating sessions. This attendance is considered as and recognized to be part of the regular County duties of the negotiating team members, notwithstanding position duty statements. The membership of the negotiating team will not exceed six white collar and four blue collar members. All negotiating team members will be excused from their normal duties on the day(s) that meetings with the County are to be held (regardless of their shift for that day) upon approval of the Director of Labor Relations.

3. The Association will be limited for purposes of this paragraph only to a maximum of 40 units during the life of this Agreement. However, if there is a substantial change in the structure of County government, the parties will negotiate, during the course of the Agreement, upward or downward the number of

units.

4. The President of each unit will be recognized as the Chief Shop Steward of the unit and will be permitted to devote a reasonable period of time during working hours, but not to exceed 10 hours bi-weekly, to service the unit. Upon 48 hours' notice to the Office of Labor Relations, the Association President may designate an alternate to act for a unit president.

5. The Association President will designate seven representatives who will be recognized full-time members responsible for implementing and carrying out the terms and conditions of the Agreement. The seven representatives are in addition to the President. These duties will be recognized as time worked, completing job requirements with the County. The representatives so designated will continue to receive all applicable benefits and protection pursuant to the Agreement.

6. The Association will be entitled to an additional pool of 1,500 hours of release time for conducting Union business, to be given to members as designated by the Association President. The President will inform the Director of Labor Relations in writing at least one week prior to a member being released for union business. Records will be kept in both the Offices of Labor Relations and the Association with the names, dates and number of hours released to ensure that no more than 1,500 hours of release time are utilized for Union business in any one calendar year. These records will be cross-checked on a quarterly basis. For additional hours above this maximum of 1,500 hours, the Association President must request and receive approval of the Director of Labor Relations for Employees to be released. No charge will be made against the pool for hours used for training sessions that are undertaken in cooperation with the County.

7. Administrative leave will be granted at the discretion of the Association President. Jointly administered labor management committees will be excluded from the 1,500 hour bank. The Association will provide the County with 72 hours' notice (excluding weekends and holidays) for Unit President Leave Time and one calendar week notice for all other leave (e.g., Thursday notification for following Thursday). In the case of emergencies, the limits may be waived by the Director of Labor Relations.

8.7 Leaves of Absence Without Pay

A. Leaves of absence without pay for an illness or disability extending beyond an Employee's accrued sick leave will be granted for a period of up to one year without the loss of Civil Service status. The Employees may, at their option, choose to use accumulated time during this one year period. Leaves for other reasons may be granted at the discretion of the Department Head.

B. A leave of absence may be granted in cases of disability and child care leave (See Appendix D).

C. If an Employee's request for a leave of absence without pay is denied by the Department Head, the Employee will be entitled to appeal the denial to the Director of Labor Relations through the Association. The Director of Labor Relations' decision will be final and binding.

8.8 Sick Time

A. Sick Time will be earned at the rate of one-half day per pay period. If all earned sick leave has been used, extended sick leave for an illness that lasts longer than 20 work days will be granted at the rate of one pay period at half pay for each year of continuous service completed. An Employee, at his/her option, may use the accumulated vacation, personal leave or compensatory time before going on extended sick leave.

Employees will be allowed to use up to 10 of their earned sick days per calendar year for an illness in the Employee's immediate family regardless of residence or for any relative living within the Employee's household. For purposes of this provision the County after the first five days, at its option, may elect to require the Employee to present a physician's note.

Unused accruals may be pooled for catastrophic illness on an Employee case basis if approved by the Association and the Director of Labor Relations. This will not be subject to the grievance and arbitration procedures of the Agreement.

B. Employees absent from work due to a medically

recognized disability related to pregnancy prior to the birth of a child, disability related to childbirth, or any disability originating from childbirth after the birth of the child, will be entitled to receive those benefits provided in this Agreement with respect to any other non-occupational illness or disability.

C. SICK LEAVE MANAGEMENT PROGRAM - The following Sick Leave Management Program ("Program") is established for all Employees. Unless otherwise stated in this document, any existing Rules and Procedures relating to sick leave will remain in full force and effect.

1. Effective Dates

a. The Program will be effective January 1, 2006. Only sick time utilized after that date will be used to implement this Program. Nothing herein limits any Department from taking disciplinary action against any Employee as it deems to be appropriate.

b. An Employee will be designated a Sick Leave Abuser or a Chronic Sick Leave Abuser as determined by the Department in accordance with Section 2.

2. Definitions

a. **Occurrence** - includes any partial sick day or more than one consecutive sick day. Occurrence includes only non-workers comp illnesses and injuries.

b. **Sick Day** - includes full shifts on sick leave. Sick day includes only non-workers' compensation illnesses and injuries.

c. **Sick Leave Abuser** - an Employee who has five or more occurrences of sick leave, or eight or more non-consecutive sick days, or a combination of occurrences and non-consecutive sick days that equal eight, during any rolling 12-month period.

d. **Chronic Sick Leave Abuser** - an Employee who has either:

1) been a Sick Leave Abuser for 18 consecutive months from the date of the first use of sick time during any rolling 12-month period; or

2) 10 or more occurrences of sick leave, or 16 or more non-consecutive sick days, or a combination of occurrences and non-consecutive sick days that equal 16, during any rolling 12-month period.

e. Family Sick Leave - Use of Family Sick Leave in accordance with Section 8.8 of this Agreement will not be considered in determining abuse pursuant to the Program.

f. Approved Family and Medical Leave Act time taken in accordance with the County procedures will not be considered in determining abuse pursuant to the Program.

g. Use of sick leave where permitted by the Agreement during any other unpaid leave of absence will also not be considered in determining abuse pursuant to the Program.

h. Report to Employee Medical Review (EMR) - Unless otherwise stated, means notify and, if required to do so by a Department, report immediately, to EMR. When an appointment with EMR cannot be scheduled immediately, the Employee must notify and, if required to do so by the Department, report at the beginning of the next operating hours of EMR. Employees will not be entitled to any overtime for any time expended in reporting to EMR.

3. Rules: Sick and Chronic Sick Leave Abuse

a. An Employee designated as a Sick Leave Abuser or Chronic Sick Leave Abuser will report to a Department Representative each time the Employee calls in on sick leave.

b. An Employee who is designated as a Sick Leave Abuser or Chronic Sick Leave Abuser will not be eligible for:

1) work scheduled overtime, unless approved by the Department Head or his/her designee based on operational needs; and

- 2) switch shifts, if permitted (Mutual Tour Change); and
- 3) preferred assignments or designations where applicable; and
- 4) a new shift, if an opening occurs; and
- 5) night differential pay while on sick leave; and
- 6) Chronic Sick Leave Abusers only: receive night differential pay while on vacation.

c. Discipline may be initiated by the Department at any time it deems necessary. Any designation pursuant to this Program will not restrict the imposition of discipline.

4. Duties

a. The designated Department representative will monitor the sick leave system and identify Employees who should be designated or relieved as Sick Leave Abusers and Chronic Sick Leave Abusers, and will:

- 1) notify an Employee and his/her supervisor when an Employee is identified as a Sick Leave Abuser or a Chronic Sick Leave Abuser; and
- 2) notify an Employee and his/her supervisor when an Employee is designated or relieved as a Sick Leave Abuser or a Chronic Sick Leave Abuser; and
- 3) inform an Employee in writing of his/her rights and restriction pursuant to this Policy; and
- 4) notify an Employee in writing of final determinations on appeals; and
- 5) monitor those who are designated as abusers for purposes of:

i) removing designation as a Sick Leave Abuser when an Employee uses no sick leave during six consecutive months of active duty (i.e., not on vacation or other types of paid or unpaid leave) following the designation as a Sick Leave Abuser

ii) removing designation as a Chronic Sick Leave Abuser when an Employee uses no sick leave during six consecutive months of active duty (i.e., not on vacation or other types of paid or unpaid leave) following the designation as a Chronic Sick Leave Abuser. The Employee will then be designated a Sick Leave Abuser.

b. The Department representative will receive and review appeals from Employees requesting that shifts of sick leave not be considered when determining designation or removal as a Sick Leave Abuser or Chronic Sick Leave Abuser.

c. Supervisors will ensure that the Department/Unit have in place a system to implement and monitor the Sick Leave Management Program, and

1) ensure that a direct supervisor and the Association are notified when an Employee is designated or relieved as a Sick Leave Abuser or a Chronic Sick Leave Abuser; and

2) prepare written internal correspondence to the Department Head when eligible Employees receive scheduled overtime; and

3) deny applications for preferred assignments, and designations where applicable, from ineligible Employees; and

4) deny requests for switching shifts or picking new shift schedules from ineligible Employees.

d. Supervisors will monitor the Sick Leave List for ineligible Employees prior to scheduling overtime, and notify the Department Head when an ineligible Employee is ordered to work scheduled overtime.

e. Department representative(s) will maintain and monitor a list of Employees who:

1) are designated as Sick Leave Abusers or Chronic Sick Leave Abusers; and

2) deduct night differential when an Employee is not entitled to receive same; and

3) notify the Department Head when an ineligible Employee receives scheduled overtime.

5. Restriction to Residence - During a date on which the regular scheduled shift falls, any Employee designated as a Sick Leave Abuser or Chronic Sick Leave Abuser will be confined to the Employees residence during the hours of the regularly scheduled shift, except where excused from same by the Department Head and/or his/her designee due to, for example, attendance at medical appointments, attendance at religious obligations and/or other attendance at other matters that are approved by the Department pursuant to its guidelines regarding same and which cannot be attended to at another time.

6. Labor-Management Committee - A joint Labor/Management committee that will be comprised of three members appointed by the Director of Labor Relations and three members appointed by the Association President, will be established to study and recommend alternate terms for sick leave abuser and chronic sick leave abuser. It is understood that criteria and other matters that are not terms and conditions of employment will not be subject to these negotiations. The results of these negotiations are subject to bilateral, written Agreement by the Association and the Director of Labor Relations, but not impasse procedures including fact finding. In addition, disputes regarding this section will not be subject to Section 13 of the Agreement (the grievance and arbitration procedure) or any other third party review.

8.9 Unused Accumulated Sick Leave - will be paid for by the County upon retirement or death to the Employee's designated beneficiary at the rate of one day to be paid for every two days accumulated up to a total of 180 days paid for 360 days accumulated. Any unused accumulated sick leave over these limits

will be deemed forfeited upon the Employee's retirement, notwithstanding that he/she may subsequently be rehired.

9. JOB DESCRIPTION

A. New Position - When new positions are created or the duties of existing positions are revised by the County, it will prepare a job specification sheet for the new or revised positions. Each job specification will indicate what work is done on the job and, in general, what tools and equipment are to be used. Each Employee will, upon request, be furnished with a copy of his/her job specification. Should a dispute arise as to whether or not the job specification properly describes the job, the Employee may appeal the matter to the Civil Service Department or to the Classification and Salary Appeals Board and may be represented by the Association if he/she so wishes.

B. Out of Title Work - A Labor/Management Committee will be comprised of three members appointed by the Director of Labor Relations and three members appointed by the Association President, who will investigate a means to address the issue of out of title job performance.

10. UNIFORMS

The County will provide uniforms for all Employees who need uniforms in their work. Original and replacement uniforms will be new and provided on an "as needed" basis. Employees newly hired by the County may be provided, upon their employment, with a used uniform in good condition. However, each Employee will receive a new uniform upon the completion of his/her probation period or by the end of his/her first year of employment, whichever is shorter. The County will also provide protective apparel, including, but not limited to, coveralls and safety shoes for all Employees who require this clothing in their work. An Employee will be subject to disciplinary action when he/she does not wear his/her uniform or protective apparel as directed. Employees issued safety shoes will receive two pairs of shoes and replacements as needed.

~~A joint Uniform Committee will continue to meet for the purpose of itemizing what constitutes a uniform, the manner in which the uniforms are issued and the replacement procedure of the~~

uniforms. The joint Uniform Committee will also meet for the purpose of guaranteeing adherence of all parties to the uniform policy and procedures. The Committee will have the authority to investigate and make recommendations in order to resolve disputes arising pursuant to the provisions of this section. The joint Uniform Committee consists of 10 members: the Association President or his/her designee and four other Association representatives appointed by the Association President, the Director of Labor Relations or his/her designee and four other County members appointed by the Director of Labor Relations.

All School Crossing Guards uniforms will include slacks. School Crossing Guards will receive a uniform allowance of \$350 per year. .

A \$250 annual allowance will be provided for cleaning to any Employee for whom the County purchases a uniform and does not provide a cleaning allowance or service, to be paid in same manner as the uniform allowance.

These payments for uniform cleaning or clothing allowance will be made June 30 each year to those Employees on the payroll as of June 1 of each year.

All uniform articles or clothing that is required to be worn by an Employee must be submitted for review to the Uniform Committee.

11. MILEAGE

Mileage reimbursement will be \$.31 per mile or the I.R.S. rate, whichever is greater. Claim vouchers for reimbursement will be submitted monthly. The County will make all reasonable efforts to issue checks for mileage reimbursements within 21 days after submission of properly executed vouchers as prescribed by the County.

The official station for Employees who travel on official business will be the geographical complex to that they ordinarily report for duty. An Employee normally required to travel on official business to parts other than his/her official duty station (e.g., Caseworker,) will be allowed to claim mileage reimbursement. Reimbursement will continue for these Employees within a complex.

In the case of a change of duty station, five working days' notice is required. If this notice is not given, the County will pay mileage for up to the required five days as per past practice.

Employees may claim mileage only in excess of that which he/she normally travels between his/her home and official duty station. This will not apply to mileage incurred on official business after arriving at his/her duty station and prior to leaving the duty station for the day.

A joint Labor-Management Committee will be comprised of three members appointed by the Director of Labor Relations and three members appointed by the Association President to consider rules, guidelines and procedures to more equitably address the utilization of personal vehicles for County purposes.

12. RETIREMENT

An Employee's retirement plan will be governed by that section of the Retirement and Social Security Law applicable to the date of his/her entry into the system, subject to all other rules governing the payment of retirement and death benefits therein provided.

13. DISPUTES - GRIEVANCE AND ARBITRATION PROCEDURE

Any and all disputes arising out of or concerning the interpretation or application of the terms of the Agreement will be adjudicated as follows:

A. Grievances - An Employee who feels aggrieved will fill out four copies of the standard grievance form that will be available from his/her Department and/or the Director of Labor Relations. Two copies of the written grievance will be presented to the Employee's immediate supervisor with one being retained by the Department throughout each step of the grievance procedure. The third copy of the grievance will be submitted to the duly elected unit Association representative or to any designated Association representative. The fourth copy will be retained by the Employee.

The Employee will not suffer a loss of pay as a result of time spent attending grievance or arbitration meetings or hearings between the parties.

The Employee, if he/she chooses, may be represented by an Association representative at each step of the grievance and arbitration procedure.

In the interest of uniform procedure and expedient handling, Employees are expected to present their problems or grievances through regular supervisory channels in the following order and within 60 days from the incident complained about or from the date the incident should have been known to the grievant or the grievance will be deemed waived.

In the case of grievances involving a group of Employees, the Association may present them at the grievance procedure step compatible with the County representative with authority to grant the relief sought. The parties will not unreasonably refuse to consolidate grievances relating to or dealing with the same subject matter.

The Association and County will, in advance of the third step of the grievance procedure, to the extent possible, identify those Employee(s) by name, title and Department for whom the grievance has been presented and the exact nature of the grievance.

In all arbitrations brought pursuant to this Agreement, the legal principle of binding precedent will control as it would in a court of law.

Step 1 The Employee will submit the written grievance to his/her immediate supervisor. Upon receipt of the grievance, the supervisor will answer the grievance within five working days. The supervisor will sign and date the written grievance that will contain his/her answer. Failure to answer the grievance will not be deemed a breach of this Agreement. If no answer is given, or if the grievance is not resolved, the Employee will, within five additional working days from the time of the submission of the grievance, proceed to Step 2. Failure by the Employee to proceed to Step 2 within the period will be deemed acceptance of the answer, if any, and will, in any event, bar further processing of

the grievance.

Step 2 If the grievance is unresolved, the Employee may, within the additional five working days specified above, submit the grievance to the head of the Department. If conferences are scheduled by the parties to resolve the grievance, the conferences will be held at mutually convenient times and places.

The Department Head, within 10 working days from the time the grievance is submitted to him/her, will answer the grievance and record the answer on the written grievance form. Failure to answer the grievance will not be deemed a breach of this Agreement. If the grievance is still unresolved, or if no answer is given the Employee within five additional working days from the time of submission to the Department Head, the Employee will proceed to Step 3.

Step 3 If the grievance is unresolved, the Employee may submit the written grievance to the Director of Labor Relations. The Director of Labor Relations will have 10 working days from the time the grievance is submitted to him/her in that to endeavor to resolve and/or answer the grievance in writing. If the grievance remains unresolved, the Association may, within 30 additional calendar days from the time of submission of the grievance, submit the dispute to arbitration. The cost of the arbitration will be borne equally by the Association and the County. If the Association fails to proceed to arbitration within this period, it will be barred from processing the grievance to arbitration. However, if the decision of the Director of Labor Relations is satisfactory to the grieved party or parties, the decision will be final and binding on the County and its representatives.

B. Arbitration - Arbitration will be invoked by the Association with notice to the other party. The parties will utilize the service of the existing rotating panel of arbitrators for arbitration. The arbitrator, as selected, will hear and decide and render his/her decision with respect to the dispute within 30 days from the date of its "submission to arbitration," except if otherwise actually agreed upon by the parties.

1. The arbitrator will have the power to summon, question and examine any Employee and to require production of books, papers or other evidence as he/she may deem necessary.

2. The County and the Association have appointed a panel of arbitrators. Arbitrators will be selected in alphabetical order. If the arbitrator selected is unable to hear the grievance within 30 days from the day that he/she is notified of selection, the next arbitrator on the list will be designated. Names of arbitrators who have served and of those who have been unable to accept an assignment will be moved to the bottom of the panel list.

3. The arbitrator will make final and binding decisions on all matters of procedure before him/her.

4. The arbitrator will have the opportunity to make a final and binding decision upon any timely and properly presented claim by either party that the other has violated this Agreement, except that the arbitrator will not have authority respecting any matter as to that (a) the County retains exclusive rights pursuant to Section 3 of this Agreement or by operation of law or otherwise or (b) another method of review is prescribed or made applicable by law or rule or regulation having the force and effect of law. The arbitrator will be without power or authority to make any decision that requires the County to commit an act prohibited or affirmatively permitted by law or rule or regulation having the force and effect of law or that violates or adds to any provision of this Agreement or any validly existing rule or regulation of the County. On application of the County to the New York Supreme Court within 90 days after its delivery, the decision of an arbitrator may be vacated on the ground that it violates this paragraph or on any ground upon that relief may be sought pursuant to Civil Practice Law Rules Section 7511 or 7803.

5. Findings and decisions are to be transmitted to the Association and the County and will be enforced by them respectively, as the case may be.

6. The costs of the services of the arbitrator will be shared equally by the parties.

14. DUES DEDUCTIONS

A. The County agrees to deduct from the salaries of its Employees full and part-time membership dues and/or life, sickness

and accident premiums for the Association from Employees who voluntarily and individually authorize the County to deduct and to transmit monies to the Association and in a manner consistent with the law.

B. The County agrees to deduct from the salaries of its Employees premiums for personal lines of Casualty Insurance, including auto, homeowners; etc., for the Association from Employees who voluntarily authorize the County to deduct and to transmit monies to the carrier or agent designated by the Association. The carrier or agent designated for this program by the Association may be changed by mutual Agreement between the County and the Association.

C. Deductions authorized by any Employee will continue as so authorized unless, and until, the Employee notifies the County Comptroller as to his/her desire to discontinue or to change the authorization in writing.

D. The Association assumes full responsibility for the disposition of the funds so deducted once they are turned over to the Association.

15. PROTECTION OF EMPLOYEES

A. All permanent full-time Employees will be entitled to the Progressive Discipline System and changes thereto, as developed and directed by the Office of Labor Relations. All hearings provided for by the Discipline System will be conducted by the Central Administration of each Department. The Association will have the right to appeal any discipline imposed by the department by use of the discipline system to the Director of Labor Relations. However, under no circumstances will a full-time, permanent Employee be terminated for disciplinary reasons unless he/she is given the opportunity of a Section 75 Hearing. All Section 75 Hearings will be processed through the Office of Labor Relations. The officer or body having the power to remove an Employee against whom charges are preferred will appoint, in writing, the Director of Labor Relations or his/her designee to serve as the Hearing Officer.

Where the County is seeking the termination of an Employee, the Employee may elect to proceed to arbitration

regarding whether the County had just cause, in lieu of a hearing pursuant to Civil Service Law Sections 75 and 76 and will execute a waiver at the time of exercising the arbitration option.

A supervisor who wishes to meet with an Employee, whereby the meeting could reasonably result in disciplinary action, will notify the Employee prior to the meeting of his/her right to have an Association representative present at any interview.

B. Seniority - Will be based on the date of commencement of employment for all Employees. Each Department will maintain a current seniority list of its personnel. The president of each unit will request and receive a copy of the current seniority list of his/her unit(s) twice a year during January and July. The seniority list will include the name, seniority date, title and Social Security number of the Employees. This list will be used to determine Employee preference in vacation, leave rule decisions and job security.

In the case of non-competitive and labor class Employees, advancement will be made in accordance with the Blue Collar Career Ladder Agreement.

C. Any permanent Employee whose position is to be abolished will be given 60 calendar days' notice, in writing, by the Office of the County Executive and will be given first preference for any vacant positions in the same or related title areas within the County. With regard to the abolishing of non-competitive and labor class positions, the County will continue to follow its current practice.

When a competitive Employee's job is abolished and he/she has permanent status in a non-competitive or labor class position, the Employee may bump or retreat to the previously held non-competitive or labor class position.

D. Eligibility for Benefits - All full-time Employees receive the full benefits. Permanent part-time budgeted Employees will participate in all time accrual benefits proportionate to the number of hours worked per day. Permanent part-time budgeted Employees hired after June 16, 1998 must work greater than 50% of the established work week to be entitled to benefits.

Refer to Appendix H for Eligibility of Benefits.

Part-time Employees who are scheduled to work more than 22 weeks per calendar year will be entitled to salary benefits within this Agreement as per their respective salary schedule.

E. Non-competitive or labor class Employees will be returned to their former (prior) position during their probationary period if:

they fail probation and

2. request return to their prior position.

If the Employee voluntarily goes back or fails, the Employee cannot reapply for one year.

F. Job Abandonment

1. Employees absent from work without authorization for 10 consecutive workdays will be deemed to have resigned from their positions if they have not provided a satisfactory explanation for their absence on or before the 11th workday following the commencement of their unauthorized absence.

2. Within 30 calendar days commencing from the 10th consecutive day of absence from work without authorization, Employees may submit an explanation concerning their absence to the appointing authority. The burden of proof will be upon the Employee to establish that it was not possible to report to work or notify the appointing authority, or the appointing authority's designee, of the reason for absence. The appointing authority will issue a short response within five calendar days after receipt of the explanation. If the Employee is not satisfied with the response, the Association, upon the Employee's request, may appeal the appointing authority's response to the Office of Labor Relations within five calendar days after receipt of the appointing authority's response. The Director of Labor Relations or the Director's designee will issue a written response within five calendar days after receiving the appeal. The procedure contained in this subsection will not be arbitrable.

G. Protection of Employees (Verbal Reprimands)

Verbal reprimands will not be placed in an Employee's personnel file and the supervisors will remove and destroy verbal reprimands from his/her files after six months if there are no further disciplinary actions during that time period.

16. PERSONNEL FILES

A. Upon request and at reasonable intervals of time, an Employee will be permitted to examine his/her official Department personnel file.

B. Employees will be permitted to reproduce, once a year, upon their request, any material in their personnel file.

C. There will be only one Departmental "Employee personnel file," except as otherwise agreed upon by the Director of Labor Relations and the Association President.

D. No material will be placed in the file unless the Employee has had an opportunity to read the material and affix his/her signature on the actual copy to be filed with the understanding that the signature merely signifies that he/she read the material to be filed and does not necessarily indicate agreement with its contents. If the Employee refuses to sign the copy, the supervisor may insert the material in the file after adding to it and signing the following statement, witnessed by a Union official: "I hereby certify that the Employee named above has seen and read this material but has refused to affix his/her signature hereto."

E. The Employee will have the right to answer any material filed and his/her answer will be attached to the filed copy. Effective March 2, 2011, the answer must be submitted within 10 calendar days from the date when the material is placed in the file.

17. MISCELLANEOUS

A. Shift Change

1. The County will give 10 working days' written notice to an Employee hired for a particular shift before changing the shift, except in case of emergency. Notice may be waived by the mutual consent of the County and the Employee. The County will bear the burden of proving that an "emergency" exists within the meaning of this exception.

2. The County may temporarily change an Employee's shift without penalty for training or conferences. Employees being moved from shifts that carry a shift differential will receive that differential during the training or conference.

Shift assignments will be determined on the basis of seniority as defined in Section 15(B) hereof and job classification.

It is recognized that shift assignments by seniority may only be made at a time when there is a vacancy for a particular shift. In no case may an Employee with more seniority bump a less senior Employee for the less senior Employee's permanent shift.

3. The County may change an Employee's shift as a result of disciplinary action or during the Employee's probationary period. Probationary Employees whose shifts are changed during their probationary period will receive a differential if they have come from a job that carries a differential.

4. A shift will be considered to fall on the day on that the majority of hours of work fall.

B. An Association representative will be permitted to make one contact during regular hours with each new Employee to explain the Association's role as the Employee's bargaining agent and to orient the Employee with respect to available benefits. The Association's representative will make this contact during his/her allotted release time. The new Employee will be using his/her own time (for example, coffee breaks, lunch breaks), not County time. The Association will be notified of each new

Employee not later than the end of the first payroll period.

C. Salary Appeals - The Classification and Salary Appeals Board will consist of five members: two representatives appointed by the County Executive's Office, two representatives appointed by the Association, and one representative to be mutually agreed upon by the County Executive and the Association President. This Board will consider all appeals for Employees. All appeals will be processed within two weeks after being submitted. The Board will have the authority to draw its own rules and guidelines, which will be binding upon the County and the Association. The Board will meet at least twice per year.

The decisions of the Classification and Salary Appeals Board, limited to two grades or two steps and further limited to \$500,000 for all decisions for each fiscal year, will be final and binding. Payments will be computed on an annualized basis.

No Employee or group of Employees who have received a salary reallocation may re-appeal to the Board within a three year period. An Employee or group of Employees who receive no salary reallocation as a result of their appeal may not re-appeal to the Board for a one year period.

The only body that may reallocate a grade, grades or a step or steps, of all titles covered by this Agreement will be the Classification and Salary Appeals Board, as outlined in Rule V, unless agreed to by the Association President and the Director of Labor Relations.

D. New Titles - When a new title is approved by Civil Service, if this title is appropriately covered by this Agreement and the Association disagrees with the Director of Labor Relations' grade placement of the title, the title will be filled and they will meet to negotiate the grade placement. Their Agreement, if it involves a rate change, will be retroactive to the Employee's first day of work.

E. Tool Allowance - Automotive Mechanics in County Service who are required to supply their own tools will be paid \$425 per year as a tool replacement allowance. This allowance will be paid on June 30th to those Employees who are on the payroll as

Automotive Mechanics as of June 1st.

Employees will be eligible for up to \$200 per year for reimbursement for stolen tools upon presentation of a Police report substantiating the claim. This will be effective January 1, 1997 for a one year trial period during that time the Director of Labor Relations will make a determination as to its' continuance. The Director of Labor Relations' determination of the continuance of this provision after the trial period will be at the Director's sole discretion and is not grievable or arbitrable.

F. Emergency Conditions - Department Heads will be notified by the County Executive or his/her designee that, due to an emergency condition, certain and/or all of their Employees may leave a work site(s). It will be solely determined by the County Executive or his/her designee as to whether the Employees will be required to charge the time to their accruals.

Those Employees who are required to stay on duty will receive only their regular pay. This assignment of those who stay on the job site will be on a rotating basis.

The arbitration award and court decision in Koncelik will not be cited in any subsequent proceeding.

Where the towns, state, village or County roads are closed and, as a result, an Employee is prevented from traveling to work, the Employee may utilize sick time if there are no other accruals available.

In the case where an Employee claims absence due to severe weather conditions and only sick leave accruals are available, the charging of sick time will be at the sole discretion of the Director of Labor Relations, whose decision will not be subject to the grievance and arbitration procedures.

G. Transfers

1. In the event that an Employee transfers from one position to another, the Employee will transfer with all earned privileges, personal days, vacation and sick time accrued by him/her. Employees who transfer between Departments of the County government, with no break in service, will do so with the aforementioned privileges and benefits.

2. The Association recognizes the County's rights with regard to transfer. The parties agree, however, that a substantial degree of stability is desired. Therefore, for noncompetitive and labor class Employees, posting of vacancies and the filling of the positions will be made in accordance with the Blue Collar Career Ladder Agreement (See Appendix I).

3. A list will be maintained by the Office of Labor Relations of any competitive Employee and any non-competitive Employee in conformance with the Blue Collar Career Ladder language requesting a transfer from one appointing authority to another. The names of Employees requesting transfers will be forwarded to any Department requesting to fill the title they occupy.

4. It will not be necessary to post entry level, non-competitive and labor class vacancies. However, each Department is to notify the Association President of any entry level, non-competitive and labor class position that it is contemplating filling.

H. Meal Allowance

1. Employees eligible for a meal allowance on County Business in or outside of the County will receive an allowance of \$12 per meal.

2. Employees will be considered eligible for a meal allowance when they are required to work four consecutive hours either before or after a normal work day, or are required to report to work on a regular day off or a scheduled holiday.

3. Employees are responsible for submitting meal allowance vouchers on a monthly basis.

4. Those Departments that normally supply their Employees with meals (in-house or out-of-house) may continue to give meals in lieu of various allowances.

I. Tuition Reimbursement

1. The County will establish rules and regulations upon which an in-service program of training will operate, pursuant to which the County will provide 75% of the cost of approved courses of study upon the successful completion thereof by the Employee.

2. A Joint Labor-Management Committee will be comprised of three members appointed by the Director of Labor Relations and three members appointed by the Association President who will oversee the tuition reimbursement program. The County will allocate \$200,000 for each year of the Agreement.

a. Reimbursement will be approved on a course of study basis and will include all required courses mandated by the educational institution for the completion of the course of study approved.

b. Required classes, that comprise the requirements necessary to obtain a certificate, will be inclusive of the terms for other approved courses of study.

c. Rate of reimbursement will be at 75% of the cost per credit hour in addition to any Agreement between the County and the institution attended (e.g., reduced tuition rate).

d. The Tuition Reimbursement Committee, as described in Section 17(K) of the White Collar Agreement and 17(I) of the Blue Collar Agreement, will meet to review and discuss the status of the program. This will include, but not be limited to, course eligibility (e.g., required and core courses), reimbursement rate and expenditure of funds and may institute a cap or adjustment of the reimbursement rate, expenditure of funds and total yearly credit hour reimbursement allotment.

e. Each participant in the program will be eligible for reimbursement for a total of 12 credit hours per fiscal year.

f. Members of Bargaining Unit No. 6 will receive

reimbursement for classes necessary to obtain certificates for trade or promotional requirements.

J. Postings - The Association will have the right to post notices and other communications for a reasonable period of time, dealing with proper and legitimate Association business, on bulletin boards maintained on the premises and facilities of the County. These notices will show a date upon which they are to be removed from the bulletin boards by the County. In the event that the notice contains no date of removal, the County may remove it at its discretion.

K. Health and Safety - It is the obligation of the County to provide a safe and healthy work environment for all Employees and to make every effort to ensure safe and healthy working conditions. The County will direct supervisors to furnish forms for workers compensation claims to Employees who are injured on the job who request the forms.

The parties will develop a joint Labor-Management Health and Safety Oversight Committee composed of an equal number of management and Association representatives. The Association will select its own representatives and will co-chair the Committee equally. The designated representatives of the Association and the County will meet on a regular basis. The Committee will develop and implement programs to enhance skills and knowledge pertaining to general and job-specific safety and health. The County will allocate an amount not to exceed \$50,000 annually for health and safety training of County employees.

1. All disputes and disagreements arising pursuant to health and safety clauses of this Agreement, if not disposed of by the Health and Safety Oversight Committee, will proceed to the Health and Safety Grievance Board according to LL 10-1982 resolution N. 904-85 for appropriate recommendations for resolution.

2. Procedures for Imminent Danger will be followed in accordance with the 7/19/91 Memorandum of Agreement.

3. Procedures for Indoor Quality will be followed in accordance with the 5/22/86 Stipulation of Settlement.

4. Representatives of the Association and the County

Attorney will meet to confer on standard form lease language as to air conditioning and heating standards and equipment for facilities that are leased by the County.

5. Lyme Disease Testing Policy - The County will provide Lyme Disease testing, at no cost to the Employee, to those whose County work includes a minimum of one hour of outside exposure in brush or wooded areas per month.

Each new Employee whose job puts him/her at risk will be tested once before and once after the active deer tick season. All other Employees will be tested annually after the deer tick season has ended.

The County will set aside \$10,000 to cover the cost of this testing policy.

The County has agreed to provide testing for those Employees who, in the course of their employment, are at risk of exposure to Lyme Disease. The testing procedures will be developed by the County and the Association.

L. Hazardous Duty - Employees assigned duties deemed hazardous will be entitled to a prorated stipend of \$500 per year, as long as they engage in these duties. The total sum expended pursuant to this provision will not exceed \$225,000 during the life of this Agreement. This provision will be implemented pursuant to the jurisdiction of a neutral designated by the parties. The neutral's decision will be final and binding on all parties. Effective March 2, 2011, this section will be deleted.

M. Civil Service Promotional List - The Association President will be furnished with a copy of any original Civil Service promotional list when it is established and will, in unique circumstances, receive upon request an updated list.

N. County Cars - It will be at the sole discretion of the County, on an individual Employee basis, as to which Employees will receive and be permitted to utilize County cars for travel to and from work. This determination will be made in the best interest of the County and may be reviewed or changed at any time.

O. Missing Checks - If a check is not given to an

Employee on a pay day and the Employee has complied with all necessary requirements of the County, the following will be done:

1. The Employee will notify his/her Payroll Clerk no later than 9:30 a.m. of the next day.

2. The Payroll Clerk will notify Audit and Control no later than 11:00 a.m. of this same day.

3. A replacement check will be issued no later than 4:30 p.m. of this same day. The Employee will be responsible to pick up his/her replacement check, with no loss in time.

P. Printing of Agreement - The County and the Association will share equally in the cost of printing the Agreement. The County will make reasonable efforts to print the Agreement within six months after final approval and ratification for distribution to all Employees.

Q. Dress Code - Employees will not appear at work dressed in shorts, T-shirts or tank tops. Additional and/or altered standards of dress and appearance proposed by individual Departments must be approved by the Association President and the Director of Labor Relations. In the event of disagreement, the matter will be submitted to arbitration pursuant to the procedures set forth in this Agreement on the issue of the reasonableness of the proposed standard.

R. Stress Management Training - At the discretion of the County, Emergency Services Dispatchers will receive eight hours annually of Stress Management Training. The County will consider other titles for this training.

S. Employee Retraining - The County will allocate \$250,000 for retraining within the County work force. The funds will be utilized to train County employees occupying titles or positions that the County identifies as possibly resulting in personnel reductions. The workers will be retraining in areas that the County has identified as growth areas.

T. Outside Training - Auto Mechanics will be provided outside training, including seminars or courses, for the purpose

of upgrading technical knowledge. The Auto Mechanics will go once a year or as necessary for refresher courses.

U. Licenses - Any Auto Mechanic who is required by the County to obtain a license to maintain his/her current position will be reimbursed for the cost of the license. This will be the total obligation by the County with regard to these licenses. This obligation does not apply to any license required as part of the minimum qualifications for those positions.

V. Security Guards - The County agrees to pay for licensing fees and class/course time spent earning the licenses at straight time for any license mandated by the State of New York in order to be a Security Guard. The County will only be obligated to make payments one time per Employee per year.

W. Daycare - A Joint Labor-Management Committee will be established and comprised of three members appointed by the Director of Labor Relations and three members appointed by the Association President to promote the utilization of daycare for children of Employees.

X. Tie Line - The County agrees to install a County tie line into Association Headquarters.

Y. Job Evaluations - The County may implement procedures for job evaluations in any or all areas of the County in which no procedure is currently in effect, and may revise those procedures where they currently exist. This paragraph satisfies the County's duty, if any, to negotiate regarding the County's decision to implement, and the impact of the implementation of, job evaluation policies and procedures.

Z. Attendance Control - The County may implement an Employee sign-in/sign-out procedure in any or all areas of the County in which no procedure is currently in effect, and may revise those procedures where they currently exist. When implemented, the County will furnish the relevant written procedures to the Association. This paragraph satisfies the County's duty, if any, to negotiate regarding the County's decision to implement, and the impact of the implementation of, sign-in/sign-out policies and procedures.

AA. K-9 Assignment - Employees who have the responsibility of caring for a dog shall be compensated for work done off duty for the care and maintenance of their dog in an amount equal to that provided by the Suffolk County Police Benevolent Association Agreement.

18. LABOR-MANAGEMENT COMMITTEE

A. Labor-Management Committee - A Labor-Management Committee will be formed to meet at least once a quarter, more often on call, for the purpose of discussing matters of mutual interest, involving County/Employee relationships. This Committee will consist of six members: the Director of Labor Relations, the County Executive or his/her designated representative, the Association President and three members designated by the Association President.

B. Deferred Compensation - The 1992 Memorandum of Agreement is annexed hereto (See Appendix K).

C. Comparable Worth - Three representatives appointed by the County Executive and three Association member representatives approved by the Association President will meet to examine the issue of comparable worth and recommend grade increases. Recommendations will be made upon a majority vote and presented to a designee of the County Executive for final and binding determination.

19. Collective Bargaining Agreement

Notwithstanding anything herein contained to the contrary, and irrespective of the fact that two separate Collective Bargaining Agreements have been entered into between the County and the Association Bargaining Unit No. 2 and Bargaining Unit No. 6, in all cases where the benefit, board, committee, fund or other like provision is common to both Agreements, there will be but one benefit, one board, one committee or one fund.

For example, both Agreements provide for a Benefit Fund. There is to be one Benefit Fund that provides benefits to Employees of both Bargaining Unit No. 2 and Bargaining Unit No. 6. Also, both Agreements provide for a Classification and Salary Appeals Board. There will be one Classification and Salary Appeals Board with a budgetary limitation collectively of

\$500,000.

Provisions of this Agreement that are unique to one contract are only applicable to the Employees of that bargaining unit.

20. This Agreement and all provisions herein are subject to all applicable laws and, in the event any provision(s) of this Agreement is determined to be invalid or in violation of any law, the provision(s) will not be binding on either of the parties, but the remainder of this Agreement will remain in full force and effect as if the invalid or illegal provision(s) had not been part of this Agreement. In that event, the parties will commence bargaining for the purpose of agreeing upon a substitute valid provision(s), which will then be included in the Agreement. If within 60 days of the commencement of bargaining, the parties are unable to reach Agreement on a substitute valid provision(s), then the matter will be referred to arbitration in accordance with the provisions of this Agreement.

Except as otherwise herein specifically provided, nothing herein will be deemed to impair any existing conditions of employment more beneficial than those provided herein.

Except as otherwise herein, the terms of this Agreement will become effective for a four year period from January 1, 2009 through December 31, 2012.

IN WITNESS WHEREOF, the parties have duly executed this Agreement this 20th day of October, 2015.

SUFFOLK COUNTY ASSOCIATION
OF MUNICIPAL EMPLOYEES
BLUE COLLAR UNIT

COUNTY OF SUFFOLK:

Brian Macri

Brian Macri
President

Steven Bellone

Steven Bellone
Suffolk County Executive

Jennifer K. McNamara

Jennifer K. McNamara, Esq.
Director, Labor Relations

Salary Charts

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	792	922	951	980	1011	1041	1072	1106	1141	1177	1210	1248
3	826	960	990	1023	1051	1086	1119	1154	1189	1228	1264	1304
4	854	992	1025	1066	1088	1121	1156	1193	1231	1268	1307	1347
5	889	1036	1067	1102	1134	1171	1205	1243	1281	1321	1362	1403
6	920	1069	1104	1137	1174	1208	1246	1283	1324	1366	1407	1451
7	959	1115	1150	1185	1225	1257	1300	1338	1379	1422	1468	1513
8	1002	1164	1199	1239	1276	1316	1357	1397	1441	1485	1532	1580
9	1041	1208	1246	1284	1325	1367	1407	1452	1497	1543	1591	1642
10	1093	1271	1310	1349	1392	1436	1480	1526	1574	1620	1671	1724
11	1123	1307	1348	1390	1433	1476	1522	1570	1618	1669	1720	1773
12	1156	1345	1387	1431	1473	1519	1567	1615	1664	1716	1769	1821
13	1214	1409	1454	1500	1545	1592	1644	1693	1745	1801	1856	1913
14	1261	1470	1517	1562	1609	1659	1712	1765	1818	1874	1933	1994
15	1328	1545	1592	1643	1693	1744	1800	1855	1911	1971	2033	2095
16	1392	1618	1669	1720	1773	1829	1884	1942	2001	2067	2130	2194
17	1454	1690	1742	1798	1852	1908	1968	2030	2092	2155	2224	2293
18	1522	1770	1822	1881	1940	1999	2062	2124	2189	2259	2328	2401
19	1593	1852	1908	1969	2030	2093	2155	2224	2293	2364	2437	2513
20	1666	1939	1998	2060	2123	2188	2257	2327	2398	2474	2549	2629
21	1746	2031	2093	2158	2225	2294	2365	2438	2514	2591	2671	2755
22	1817	2114	2179	2248	2316	2388	2461	2537	2617	2696	2779	2864
23	1894	2202	2268	2340	2412	2485	2564	2643	2726	2808	2897	2985
24	1967	2288	2360	2434	2510	2586	2665	2744	2834	2920	3009	3106
25	2050	2382	2457	2532	2612	2693	2775	2861	2947	3043	3134	3232
26	2139	2488	2565	2644	2728	2810	2898	2987	3079	3179	3272	3375
27	2232	2595	2675	2762	2846	2932	3022	3118	3214	3313	3414	3521
28	2328	2708	2790	2878	2967	3057	3150	3250	3350	3454	3561	3671
29	2428	2826	2916	3005	3098	3191	3293	3394	3500	3607	3717	3834
30	2536	2948	3043	3135	3233	3333	3436	3541	3653	3766	3880	4003
31	2652	3084	3183	3278	3381	3486	3592	3706	3822	3938	4058	4184
32	2772	3223	3323	3428	3532	3641	3754	3870	3989	4112	4240	4371
33	2893	3367	3470	3578	3688	3801	3918	4040	4167	4295	4428	4564
34	3016	3507	3617	3728	3841	3964	4086	4213	4340	4475	4614	4758
35	3155	3667	3784	3901	4021	4145	4270	4406	4542	4680	4	

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	20671	24084	24821	25578	26387	27170	27979	28867	29780	30720	31581	32573
3	21559	25056	25839	26700	27431	28345	29208	30119	31033	32051	32990	34034
4	22289	25891	26753	27562	28397	29258	30172	31137	32129	33095	34113	35157
5	23203	27040	27849	28762	29597	30563	31451	32442	33434	34478	35548	36618
6	24012	27901	28814	29676	30641	31529	32521	33486	34556	35653	36723	37871
7	25030	29102	30015	30929	31973	32808	33930	34922	35992	37114	38315	39489
8	26152	30380	31294	32338	33304	34348	35418	36462	37610	38759	39985	41238
9	27170	31529	32521	33512	34583	35679	36723	37897	39072	40272	41525	42856
10	28527	33173	34191	35209	36331	37480	38628	39829	41081	42282	43613	44996
11	29310	34113	35183	36279	37401	38524	39724	40977	42230	43561	44892	46275
12	30172	35105	36201	37349	38445	39646	40899	42152	43430	44788	46171	47528
13	31685	36775	37949	39150	40325	41551	42908	44187	45545	47006	48442	49929
14	32912	38367	39594	40768	41995	43300	44683	46067	47450	48911	50451	52043
15	34661	40325	41551	42882	44187	45518	46980	48416	49877	51443	53061	54680
16	36331	42230	43561	44892	46275	47737	49172	50686	52226	53949	55593	57263
17	37949	44109	45466	46928	48337	49799	51365	52983	54601	56246	58046	59847
18	39724	46197	47554	49094	50634	52174	53818	55436	57133	58960	60761	62666
19	41577	48337	49799	51391	52983	54627	56246	58046	59847	61700	63606	65589
20	43483	50608	52148	53766	55410	57107	58908	60735	62588	64571	66529	68617
21	45571	53009	54627	56324	58073	59873	61727	63632	65615	67625	69713	71906
22	47424	55175	56872	58673	60448	62327	64232	66216	68304	70366	72532	74750
23	49433	57472	59195	61074	62953	64859	66920	68982	71149	73289	75612	77901
24	51339	59717	61596	63527	65511	67495	69557	71618	73667	76212	78535	81067
25	53505	62170	64128	66085	68173	70287	72428	74672	76917	79422	81797	84355
26	55828	64937	66947	69008	71201	73341	75638	77961	80362	82972	85399	88088
27	58255	67730	69818	72088	74281	76525	78874	81380	83885	86469	89105	91898
28	60781	70679	72819	75116	77439	79788	82215	84825	87435	90149	92942	95813
29	63371	73759	76108	78431	80858	83285	85947	88583	91350	94143	97014	100067
30	66190	76943	79422	81824	84381	86991	89680	92420	95343	98293	101268	104478
31	69217	80492	83076	85556	88244	90985	93751	96727	99754	102782	105914	109202
32	72349	84120	86730	89471	92185	95030	97979					

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	840	977	1008	1039	1072	1103	1136	1172	1209	1248	1283	1323
3	876	1018	1049	1084	1114	1151	1186	1223	1260	1302	1340	1382
4	905	1052	1087	1119	1153	1188	1225	1265	1305	1344	1385	1428
5	942	1098	1131	1168	1202	1241	1277	1318	1358	1400	1444	1487
6	975	1133	1170	1205	1244	1280	1321	1360	1403	1448	1491	1538
7	1017	1182	1219	1256	1299	1332	1378	1418	1462	1507	1556	1604
8	1062	1234	1271	1313	1353	1395	1438	1481	1527	1574	1624	1675
9	1103	1280	1321	1361	1405	1449	1491	1539	1587	1636	1686	1741
10	1159	1347	1389	1430	1476	1522	1569	1618	1668	1717	1771	1827
11	1190	1385	1429	1473	1519	1565	1613	1664	1715	1769	1823	1879
12	1225	1426	1470	1517	1561	1610	1661	1712	1764	1819	1875	1930
13	1287	1494	1541	1590	1638	1688	1743	1795	1850	1909	1967	2028
14	1337	1558	1608	1656	1706	1759	1815	1871	1927	1986	2049	2114
15	1408	1638	1688	1742	1795	1849	1908	1966	2026	2089	2155	2221
16	1476	1715	1769	1823	1879	1939	1997	2059	2121	2191	2258	2326
17	1541	1791	1847	1906	1963	2022	2086	2152	2218	2284	2357	2431
18	1613	1876	1931	1994	2056	2119	2186	2251	2320	2395	2468	2545
19	1689	1963	2022	2087	2152	2219	2284	2357	2431	2506	2583	2664
20	1766	2055	2118	2184	2250	2319	2392	2467	2542	2622	2702	2787
21	1851	2153	2219	2287	2359	2432	2507	2584	2665	2746	2831	2920
22	1926	2241	2310	2383	2455	2531	2609	2689	2774	2858	2946	3036
23	2008	2334	2404	2480	2557	2634	2718	2802	2890	2976	3071	3164
24	2085	2425	2502	2580	2661	2741	2825	2909	3004	3095	3190	3292
25	2173	2525	2604	2684	2769	2855	2942	3033	3124	3226	3322	3426
26	2267	2637	2719	2803	2892	2979	3072	3166	3264	3370	3468	3578
27	2366	2751	2836	2928	3017	3108	3203	3305	3407	3512	3619	3732
28	2468	2870	2957	3051	3145	3240	3339	3445	3551	3661	3775	3891
29	2574	2996	3091	3185	3284	3382	3491	3598	3710	3823	3940	4064
30	2688	3125	3226	3323	3427	3533	3642	3753	3872	3992	4113	4243
31	2811	3269	3374	3475	3584	3695	3808	3928	4051	4174	4301	4435
32	2938	3416	3522	3634	3744	3859	3979	4102	4228	4359	4494	4633
33	3067	3569	3678	3793	3909	4029	4153	4282	4417	4553	4694	4838
34	3197	3717	3834	3952	4071	4202	4331	4466	4600	4744	4891	5043
35	3344	3887	4011	4135	4262	4394	4526	4670	4815	4961		

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	51		

BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL RATES EFFECTIVE 1-1-09

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5464	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	9.90	11.53	11.89	12.25	12.64	13.01	13.40	13.83	14.26	14.71	15.13	15.60
3	10.33	12.00	12.38	12.79	13.14	13.58	13.99	14.43	14.86	15.35	15.80	16.30
4	10.68	12.40	12.81	13.20	13.60	14.01	14.45	14.91	15.39	15.85	16.34	16.84
5	11.11	12.95	13.34	13.78	14.18	14.64	15.06	15.54	16.01	16.51	17.03	17.54
6	11.50	13.36	13.80	14.21	14.68	15.10	15.58	16.04	16.55	17.08	17.59	18.14
7	11.99	13.94	14.38	14.81	15.31	15.71	16.25	16.73	17.24	17.78	18.35	18.91
8	12.63	14.55	14.99	15.49	15.95	16.45	16.96	17.46	18.01	18.56	19.15	19.75
9	13.01	15.10	15.58	16.05	16.56	17.09	17.59	18.15	18.71	19.29	19.89	20.53
10	13.66	15.89	16.38	16.86	17.40	17.95	18.50	19.08	19.68	20.25	20.89	21.55
11	14.04	16.34	16.85	17.38	17.91	18.45	19.03	19.63	20.23	20.86	21.50	22.16
12	14.45	16.81	17.34	17.89	18.41	18.99	19.59	20.19	20.80	21.45	22.11	22.76
13	15.18	17.61	18.18	18.75	19.31	19.90	20.55	21.16	21.81	22.51	23.20	23.91
14	15.76	18.38	18.96	19.53	20.11	20.74	21.40	22.06	22.73	23.43	24.16	24.93
15	16.60	19.31	19.90	20.54	21.16	21.80	22.50	23.19	23.89	24.64	25.41	26.19
16	17.40	20.23	20.86	21.50	22.16	22.86	23.55	24.28	25.01	25.84	26.63	27.43
17	18.18	21.13	21.78	22.48	23.15	23.85	24.60	25.38	26.15	26.94	27.80	28.66
18	19.03	22.13	22.78	23.51	24.25	24.99	25.78	26.55	27.36	28.24	29.10	30.01
19	19.91	23.15	23.85	24.61	25.38	26.16	26.94	27.80	28.66	29.55	30.46	31.41
20	20.83	24.24	24.98	25.75	26.54	27.35	28.21	29.09	29.98	30.93	31.86	32.86
21	21.83	25.39	26.16	26.98	27.81	28.68	29.56	30.48	31.43	32.39	33.39	34.44
22	22.71	26.43	27.24	28.10	28.95	29.85	30.76	31.71	32.71	33.70	34.74	35.80
23	23.68	27.53	28.35	29.25	30.15	31.06	32.05	33.04	34.08	35.10	36.21	37.31
24	24.59	28.60	29.50	30.43	31.38	32.33	33.31	34.30	35.43	36.50	37.61	38.83
25	25.63	29.78	30.71	31.65	32.65	33.66	34.69	35.76	36.84	38.04	39.18	40.40
26	26.74	31.10	32.06	33.05	34.10	35.13	36.23	37.34	38.49	39.74	40.90	42.19
27	27.90	32.44	33.44	34.53	35.58	36.65	37.78	38.98	40.18	41.41	42.68	44.01
28	29.10	33.85	34.88	35.98	37.08	38.21	39.38	40.63	41.88	43.18	44.51	45.89
29	30.35	35.33	36.45	37.56	38.73	39.89	41.16	42.43	43.75	45.09	46.46	47.93
30	31.70	36.85	38.04	39.19	40.41	41.66	42.95	44.26	45.66	47.08	48.50	50.04
31	33.15	38.55	39.79	40.98	42.26	43.58	44.90	46.33	47.78	49.23	50.73	52.30
32	34.66	40.29	41.54	42.85	44.15	45.51	46.93	48.38				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	10.56	12.29	12.68	13.07	13.48	13.88	14.29	14.75	15.21	15.69	16.13	16.64
3	11.01	12.80	13.20	13.64	14.01	14.48	14.92	15.39	15.85	16.37	16.85	17.39
4	11.39	13.23	13.67	14.08	14.51	14.95	15.41	15.91	16.41	16.91	17.43	17.96
5	11.85	13.81	14.23	14.69	15.12	15.61	16.07	16.57	17.08	17.61	18.16	18.71
6	12.27	14.25	14.72	15.16	15.65	16.11	16.61	17.11	17.65	18.21	18.76	19.35
7	12.79	14.87	15.33	15.80	16.33	16.76	17.33	17.84	18.39	18.96	19.57	20.17
8	13.36	15.52	15.99	16.52	17.01	17.55	18.09	18.63	19.21	19.80	20.43	21.07
9	13.88	16.11	16.61	17.12	17.67	18.23	18.76	19.36	19.96	20.57	21.21	21.89
10	14.57	16.95	17.47	17.99	18.56	19.15	19.73	20.35	20.99	21.60	22.28	22.99
11	14.97	17.43	17.97	18.53	19.11	19.68	20.29	20.93	21.57	22.25	22.93	23.64
12	15.41	17.93	18.49	19.08	19.64	20.25	20.89	21.53	22.19	22.88	23.59	24.28
13	16.19	18.79	19.39	20.00	20.60	21.23	21.92	22.57	23.27	24.01	24.75	25.51
14	16.81	19.60	20.23	20.83	21.45	22.12	22.83	23.53	24.24	24.99	25.77	26.59
15	17.71	20.60	21.23	21.91	22.57	23.25	24.00	24.73	25.48	26.28	27.11	27.93
16	18.56	21.57	22.25	22.93	23.64	24.39	25.12	25.89	26.68	27.56	28.40	29.25
17	19.39	22.53	23.23	23.97	24.69	25.44	26.24	27.07	27.89	28.73	29.65	30.57
18	20.29	23.60	24.29	25.08	25.87	26.65	27.49	28.32	29.19	30.12	31.04	32.01
19	21.24	24.69	25.44	26.25	27.07	27.91	28.73	29.65	30.57	31.52	32.49	33.51
20	22.21	25.85	26.64	27.47	28.31	29.17	30.09	31.03	31.97	32.99	33.98	35.05
21	23.28	27.08	27.91	28.77	29.67	30.59	31.53	32.51	33.52	34.55	35.61	36.73
22	24.23	28.19	29.05	29.97	30.88	31.84	32.81	33.83	34.89	35.95	37.05	38.19
23	25.25	29.36	30.24	31.20	32.16	33.13	34.19	35.24	36.35	37.44	38.63	39.80
24	26.23	30.51	31.47	32.45	33.47	34.48	35.53	36.59	37.79	38.93	40.12	41.41
25	27.33	31.76	32.76	33.76	34.83	35.91	37.00	38.15	39.29	40.57	41.79	43.09
26	28.52	33.17	34.20	35.25	36.37	37.47	38.64	39.83	41.05	42.39	43.63	45.00
27	29.76	34.60	35.67	36.83	37.95	39.09	40.29	41.57	42.85	44.17	45.52	46.95
28	31.04	36.11	37.20	38.37	39.56	40.76	42.00	43.33	44.67	46.05	47.48	48.95
29	32.37	37.88	38.88	40.07	41.31	42.55	43.91	45.25	46.67	48.09	49.58	51.12
30	33.81	39.31	40.57	41.80	43.11	44.44	45.81	47.21	48.71	50.21	51.73	53.37
31	35.36	41.12	42.44	43.71	45.08	46.48	47.89	49.41	50.96	52.51	54.11	55.79
32	36.96	42.97	44.31	45.71	47.09	48.55	50.05	51.60</				

35 HOUR SALARY RATES EFFECTIVE 1-1-09

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	11.31	13.17	13.59	14.00	14.44	14.87	15.31	15.80	16.30	16.81	17.29	17.83
3	11.80	13.71	14.14	14.61	15.01	15.51	15.99	16.49	16.99	17.54	18.06	18.63
4	12.20	14.17	14.64	15.09	15.54	16.01	16.51	17.04	17.59	18.11	18.67	19.24
5	12.70	14.80	15.24	15.74	16.20	16.73	17.21	17.76	18.30	18.87	19.46	20.04
6	13.14	15.27	15.77	16.24	16.77	17.26	17.80	18.33	18.91	19.51	20.10	20.73
7	13.70	15.93	16.43	16.93	17.50	17.96	18.57	19.11	19.70	20.31	20.97	21.61
8	14.31	16.63	17.13	17.70	18.23	18.80	19.39	19.96	20.59	21.21	21.89	22.57
9	14.87	17.26	17.80	18.34	18.93	19.53	20.10	20.74	21.39	22.04	22.73	23.46
10	15.61	18.16	18.71	19.27	19.89	20.51	21.14	21.80	22.49	23.14	23.87	24.63
11	16.04	18.67	19.26	19.86	20.47	21.09	21.74	22.43	23.11	23.84	24.57	25.33
12	16.51	19.21	19.81	20.44	21.04	21.70	22.39	23.07	23.77	24.51	25.27	26.01
13	17.34	20.13	20.77	21.43	22.07	22.74	23.49	24.19	24.93	25.73	26.51	27.33
14	18.01	21.00	21.67	22.31	22.99	23.70	24.46	25.21	25.97	26.77	27.61	28.49
15	18.97	22.07	22.74	23.47	24.19	24.91	25.71	26.50	27.30	28.16	29.04	29.93
16	19.89	23.11	23.84	24.57	25.33	26.13	26.91	27.74	28.59	29.53	30.43	31.34
17	20.77	24.14	24.89	25.69	26.46	27.26	28.11	29.00	29.89	30.79	31.77	32.76
18	21.74	25.29	26.03	26.87	27.71	28.56	29.46	30.34	31.27	32.27	33.26	34.30
19	22.76	26.46	27.26	28.13	29.00	29.90	30.79	31.77	32.76	33.77	34.81	35.90
20	23.80	27.70	28.54	29.43	30.33	31.26	32.24	33.24	34.26	35.34	36.41	37.56
21	24.94	29.01	29.90	30.83	31.79	32.77	33.79	34.83	35.91	37.01	38.16	39.36
22	25.96	30.20	31.13	32.11	33.09	34.11	35.16	36.24	37.39	38.51	39.70	40.91
23	27.06	31.46	32.40	33.43	34.46	35.50	36.63	37.76	38.94	40.11	41.39	42.64
24	28.10	32.69	33.71	34.77	35.86	36.94	38.07	39.20	40.49	41.71	42.99	44.37
25	29.29	34.03	35.10	36.17	37.31	38.47	39.64	40.87	42.10	43.47	44.77	46.17
26	30.56	35.54	36.64	37.77	38.97	40.14	41.40	42.67	43.99	45.41	46.74	48.21
27	31.89	37.07	38.21	39.46	40.66	41.89	43.17	44.54	45.91	47.33	48.77	50.30
28	33.26	38.69	39.86	41.11	42.39	43.67	45.00	46.43	47.86	49.34	50.87	52.44
29	34.69	40.37	41.66	42.93	44.26	45.59	47.04	48.49	50.00	51.53	53.10	54.77
30	36.23	42.11	43.47	44.79	46.19	47.61	49.09	50.59	52.19	53.80	55.43	57.19
31	37.89	44.06	45.47	46.83	48.30	49.80	51.31	52.94	54.60	56.26	57.97	59.77
32	39.60	46.04	47.47	48.97	50.46	52.01	53.63	55.29	56.99	58.74	60.57	62.44
33	41.33	48.10	49.57	51.11	52.69	54.30	55.97	57.71	59.53	61.36	63.26	65.20
34	43.09	50.10	51.67	53.26	54.87	56.63	58.37	60.19	62.00	63.93	65.91	67.97
35	45.07	52.39	54.06	55.73	57.44	59.21	61.00	62.94	64.89	66.86	68.93	71.06
36	47.19	54.86	56.59	58.34	60.14	61.97	63.89	65.89	67.91	70.00	72.20	74.40
37	49.33	57.37	59.11	60.93	62.87	64.80	66.76	68.84	70.96	73.16	75.44	77.79
38	51.11	59.44	61.30	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04
39	52.69	61.30	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04
40	54.33	63.19	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04
41	56.00	65.11	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04
42	57.71	67.17	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04
43	59.53	69.23	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04
44	61.34	71.36	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04	80.04
45	63.24	73.57	75.83	78.19	80.04	80.04	80.04	80.04	80.04	80.04	80.04	80.04

BIWEEKLY SALARY RATES EFFECTIVE 1-01-10

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	792	922	951	980	1011	1041	1072	1106	1141	1177	1210	1248
3	826	960	990	1023	1051	1086	1119	1154	1189	1228	1264	1304
4	854	992	1025	1056	1088	1121	1156	1193	1231	1268	1307	1347
5	889	1036	1067	1102	1134	1171	1206	1243	1281	1321	1362	1403
6	920	1069	1104	1137	1174	1208	1246	1283	1324	1366	1407	1451
7	959	1115	1150	1185	1225	1257	1300	1338	1379	1422	1468	1513
8	1002	1164	1199	1239	1276	1316	1357	1397	1441	1485	1532	1580
9	1041	1208	1246	1284	1325	1367	1407	1452	1497	1543	1591	1642
10	1093	1271	1310	1349	1392	1436	1480	1526	1574	1620	1671	1724
11	1123	1307	1348	1390	1433	1476	1522	1570	1618	1669	1720	1773
12	1156	1345	1387	1431	1473	1519	1567	1615	1664	1716	1769	1821
13	1214	1409	1454	1500	1545	1592	1644	1693	1745	1801	1856	1913
14	1261	1470	1517	1562	1609	1659	1712	1765	1818	1874	1933	1994
15	1328	1545	1592	1643	1693	1744	1800	1855	1911	1971	2033	2095
16	1392	1618	1669	1720	1773	1829	1884	1942	2001	2067	2130	2194
17	1454	1690	1742	1798	1852	1908	1968	2030	2092	2155	2224	2293
18	1522	1770	1822	1881	1940	1999	2062	2124	2189	2259	2328	2401
19	1593	1852	1908	1969	2030	2093	2155	2224	2293	2364	2437	2513
20	1666	1939	1998	2060	2123	2188	2257	2327	2398	2474	2549	2629
21	1746	2031	2093	2158	2225	2294	2365	2438	2514	2591	2671	2755
22	1817	2114	2179	2248	2316	2388	2461	2537	2617	2696	2779	2864
23	1894	2202	2268	2340	2412	2485	2564	2643	2726	2808	2897	2985
24	1967	2288	2360	2434	2510	2586	2665	2744	2834	2920	3009	3106
25	2050	2382	2457	2532	2612	2693	2775	2861	2947	3043	3134	3232
26	2139	2488	2565	2644	2728	2810	2898	2987	3079	3179	3272	3375
27	2232	2595	2675	2762	2846	2932	3022	3118	3214	3313	3414	3521
28	2328	2708	2790	2878	2967	3057	3150	3250	3350	3454	3561	3671
29	2428	2826	2916	3005	3098	3191	3293	3394	3500	3607	3717	3834
30	2536	2948	3043	3135	3233	3333	3436	3541	3653	3766	3880	4003
31	2652	3084	3183	3278	3381	3486	3592	3706	3822	3938	4058	4184
32	2772	3223	3323	3428	3532	3641	3754	3870	3989	4112	4240	4371
33	2893	3367	3470	3578	3688	3801	3918	4040	4167	4295	4428	4564
34	3016	3507	3617	3728	3841	3964	4086	4213	4340	4475	4614	4758
35	3155	3667	3784	3901	4021	4145	4270	4406	4542	4680	4825	4974
36	3303	3840	3961	4084	4210	4338	4472	4612	4754	4900	5054	5208
37	3453	4016	4138	4265	4401	4536	4673	4819	4967	5121	5281	5445
38	3578	4161	4291	4423	4558	4702	4846	4995	5150	5308	5473	5603
39	3688	4291	4423	4558	4702	4846	4995	5150	5308	5473	5603	5603
40	3803	4423	4558	4702	4846	4995	5150	5308	5473	5603	5603	5603
41	3920	4558	4702	4846	4995	5150	5308	5473	5603	5603	5603	5603
42	4040	4702	4846	4995	5150	5308	5473	5603	5603	5603	5603	5603
43	4167	4846	4995	5150	5308	5473	5603	5603	5603	5603	5603	5603
44	4294	4995	5150	5308	5473	5603	5603	5603	5603	5603	5603	5603
45	4427	5150	5308	5473	5603	5603	5603	5603	5603	5603	5603	5603

ANNUAL SALARY RATES EFFECTIVE 1-1-10

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	20671	24064	24821	25578	26387	27170	27979	28867	29780	30720	31581	32573
3	21559	25056	25839	26700	27431	28345	29206	30119	31033	32051	32990	34034
4	22289	25891	26753	27562	28397	29258	30172	31137	32129	33095	34113	35157
5	23203	27040	27849	28762	29597	30563	31451	32442	33434	34478	35548	36618
6	24012	27901	28814	29676	30641	31529	32521	33486	34556	35653	36723	37871
7	25030	29102	30015	30929	31973	32808	33930	34922	35992	37114	38315	39489
8	26152	30380	31294	32338	33304	34348	35418	36462	37610	38759	39986	41238
9	27170	31529	32521	33512	34583	35679	36723	37897	39072	40272	41525	42856
10	28527	33173	34191	35209	36331	37480	38628	39829	41081	42282	43613	44996
11	29310	34113	35183	36279	37401	38524	39724	40977	42230	43561	44892	46275
12	30172	35105	36201	37349	38445	39646	40899	42152	43430	44788	46171	47528
13	31685	36775	37949	39150	40325	41551	42908	44187	45545	47006	48442	49929
14	32912	38367	39594	40768	41995	43300	44683	46067	47450	48911	50451	52043
15	34661	40325	41551	42882	44187	45518	46980	48416	49877	51443	53061	54680
16	36331	42230	43561	44892	46275	47737	49172	50686	52226	53949	55593	57283
17	37949	44109	45466	46928	48337	49799	51365	52983	54601	56246	58046	59847
18	39724	46197	47554	49094	50634	52174	53818	55436	57133	58960	60761	62666
19	41577	48337	49799	51391	52983	54627	56246	58046	59847	61700	63606	65589
20	43483	50608	52148	53766	55410	57107	58908	60735	62588	64571	66529	68617
21	45571	53009	54627	56324	58073	59873	61727	63632	65615	67625	69713	71906
22	47424	55175	56872	58673	60448	62327	64232	66216	68304	70366	72532	74750
23	49433	57472	59195	61074	62953	64859	66920	68982	71149	73289	75612	77909
24	51339	59717	61596	63527	65511	67495	69557	71618	73667	76212	78535	81067
25	53505	62170	64128	66085	68173	70287	72428	74672	76917	79422	81797	84355
26	55828	64937	66947	69008	71201	73341	75638	77961	80362	82972	85399	88088
27	58255	67730	69818	72088	74281	76525	78874	81380	83885	86469	89105	91898
28	60761	70679	72819	75116	77439	79788	82215	84825	87435	90149	92942	95813
29	63371	73759	76108	78431	80858	83285	85947	88583	91350	94143	97014	100067
30	66190	76943	79422	81824	84381	86991	89680	92420	95343	98293	101268	104478
31	69217	80492	83076	85556	88244	90985	93751	96727	99754	102782	105914	109202
32	72349	84120	86730	89471	92185	95030	97979	101007	104113	107323	110664	114083
33	75507	87879	90567	93386	96257	99206	102260	105444	108759	112100	115571	119120
34	78718	91533	94404	97301	100250	103460	106645	109959	113274	116798	120425	124184
35	82346	95709	98762	101816	104948	108185	111447	114997	118546	122148	125933	129821
36	86208	100224	103382	106592	109881	113222	116719	120373	124079	127890	131909	135929
37	90123	104818	108002	111317	114866	118590	122196	125776	129639	133658	137834	142115
38	93386	108602	111995	115440	118964	122722	126481	130370	134415	138539	142845	146238
39	96257	111995	115440	118964	122722	126481	130370	134415	138539	142845	146238	146238
40	99258	115440	118964	122722	126481	130370	134415	138539	142845	146238	146238	146238
41	102312	118964	122722	126481	130370	134415	138539	142845	146238	146238	146238	146238
42	105444	122722	126481	130370	134415	138539	142845	146238	146238	146238	146238	146238
43	108759	126481	130370	134415	138539	142845	146238	146238	146238	146238	146238	146238
44	112073	130370	134415	138539	142845	146238	146238	146238	146238	146238	146238	146238
45	115545	134415	138539	142845	146238	146238	146238	146238	146238	146238	146238	146238

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	840	977	1008	1039	1072	1103	1136	1172	1209	1248	1283	1323
3	876	1018	1049	1084	1114	1151	1186	1223	1260	1302	1340	1382
4	905	1052	1087	1119	1153	1188	1225	1265	1305	1344	1385	1428
5	942	1098	1131	1168	1202	1241	1277	1318	1358	1400	1444	1487
6	975	1133	1170	1205	1244	1280	1321	1360	1403	1448	1491	1538
7	1017	1182	1219	1256	1299	1332	1378	1418	1462	1507	1556	1604
8	1062	1234	1271	1313	1353	1395	1438	1481	1527	1574	1624	1675
9	1103	1280	1321	1361	1405	1449	1491	1539	1587	1636	1686	1741
10	1159	1347	1389	1430	1476	1522	1569	1618	1668	1717	1771	1827
11	1190	1385	1429	1473	1519	1565	1613	1664	1715	1769	1823	1879
12	1225	1426	1470	1517	1561	1610	1661	1712	1764	1819	1875	1930
13	1287	1494	1541	1590	1638	1688	1743	1795	1850	1909	1967	2028
14	1337	1558	1608	1656	1706	1759	1815	1871	1927	1986	2049	2114
15	1408	1638	1688	1742	1795	1849	1908	1966	2026	2089	2155	2221
16	1476	1715	1769	1823	1879	1939	1997	2058	2121	2191	2258	2326
17	1541	1791	1847	1906	1963	2022	2086	2152	2218	2284	2357	2431
18	1613	1876	1931	1994	2056	2119	2186	2251	2320	2395	2468	2545
19	1689	1963	2022	2087	2152	2219	2284	2357	2431	2506	2583	2664
20	1766	2055	2118	2184	2250	2319	2392	2467	2542	2622	2702	2787
21	1851	2153	2219	2287	2359	2432	2507	2584	2665	2746	2831	2920
22	1926	2241	2310	2383	2455	2531	2609	2689	2774	2858	2946	3036
23	2008	2334	2404	2480	2557	2634	2718	2802	2890	2976	3071	3164
24	2085	2425	2502	2580	2661	2741	2825	2909	3004	3095	3190	3292
25	2173	2525	2604	2684	2769	2855	2942	3033	3124	3226	3322	3426
26	2267	2637	2719	2803	2892	2979	3072	3166	3264	3370	3468	3578
27	2366	2751	2836	2928	3017	3108	3203	3305	3407	3512	3619	3732
28	2468	2870	2957	3051	3145	3240	3339	3445	3551	3661	3775	3891
29	2574	2996	3091	3185	3284	3382	3491	3598	3710	3823	3940	4064
30	2688	3125	3226	3323	3427	3533	3642	3753	3872	3992	4113	4243
31	2811	3269	3374	3475	3584	3695	3808	3928	4051	4174	4301	4435
32	2938	3416	3522	3634	3744	3859	3979	4102	4228	4359	4494	4633
33	3067	3569	3678	3793	3909	4029	4153	4282	4417	4553	4694	4838
34	3197	3717	3834	3952	4071	4202	4331	4466	4600	4744	4891	5043
35	3344	3887	4011	4135	4262	4394	4526	4670	4815	4961		

BIWEEKLY 10% 3-TOUR ROTATING SHIFT RATES EFFECTIVE 1-1-10*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5464	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL RATES EFFECTIVE 1-1-10

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	871	1014	1046	1078	1112	1145	1179	1217	1255	1295	1331	1373
3	909	1056	1089	1125	1156	1195	1231	1269	1308	1351	1390	1434
4	939	1091	1128	1162	1197	1233	1272	1312	1354	1395	1438	1482
5	978	1140	1174	1212	1247	1288	1326	1367	1409	1453	1498	1543
6	1012	1176	1214	1251	1291	1329	1371	1411	1456	1503	1548	1596
7	1055	1227	1265	1304	1348	1383	1430	1472	1517	1564	1615	1664
8	1102	1280	1319	1363	1404	1448	1493	1537	1585	1634	1685	1738
9	1145	1329	1371	1412	1458	1504	1548	1597	1647	1697	1750	1806
10	1202	1398	1441	1484	1531	1580	1628	1679	1731	1782	1838	1896
11	1235	1438	1483	1529	1576	1624	1674	1727	1780	1836	1892	1950
12	1272	1480	1526	1574	1620	1671	1724	1777	1830	1888	1946	2003
13	1335	1550	1599	1650	1700	1751	1808	1862	1920	1981	2042	2104
14	1387	1617	1669	1718	1770	1825	1883	1942	2000	2061	2126	2193
15	1461	1700	1751	1807	1862	1918	1980	2041	2102	2168	2236	2305
16	1531	1780	1836	1892	1950	2012	2072	2136	2201	2274	2343	2413
17	1599	1859	1916	1978	2037	2099	2165	2233	2301	2371	2446	2522
18	1674	1947	2004	2069	2134	2199	2268	2336	2408	2485	2561	2641
19	1752	2037	2099	2166	2233	2302	2371	2446	2522	2600	2681	2764
20	1833	2133	2198	2266	2335	2407	2483	2560	2638	2721	2804	2892
21	1921	2234	2302	2374	2448	2523	2602	2682	2765	2850	2938	3031
22	1999	2325	2397	2473	2548	2627	2707	2791	2879	2966	3057	3150
23	2083	2422	2495	2574	2653	2734	2820	2907	2999	3089	3187	3284
24	2164	2517	2596	2677	2761	2845	2932	3018	3117	3212	3310	3417
25	2255	2620	2703	2785	2873	2962	3053	3147	3242	3347	3447	3555
26	2353	2737	2822	2908	3001	3091	3188	3286	3387	3497	3599	3713
27	2455	2855	2943	3038	3131	3225	3324	3430	3535	3644	3755	3873
28	2561	2979	3069	3166	3264	3363	3465	3575	3685	3799	3917	4038
29	2671	3109	3208	3306	3408	3510	3622	3733	3850	3968	4089	4217
30	2790	3243	3347	3449	3556	3666	3780	3895	4018	4143	4268	4403
31	2917	3392	3501	3606	3719	3835	3951	4077	4204	4332	4464	4602
32	3049	3545	3655	3771	3885	4005	4129	4257	4388	4523	4664	4808
33	3182	3704	3817	3936	4057	4181	4310	4444	4584	4725	4871	5020
34	3318	3858	3979	4101	4225	4360	4495	4634	4774	4923	5075	5234
35	3471	4034	4162	4291	4423	4560	4697	4847	4996	5148	5308	5471
36	3633	4224	4357	4492	4631	4772	4919	5073	5229	5390	5559	5729
37	3798	4418	4552	4692	4841	4990	5140	5301	5454	5633	5809	5990
38	3936	4577	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163
39	4057	4720	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163
40	4183	4865	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163
41	4312	5014	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163
42	4444	5172	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163
43	4584	5331	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163
44	4723	5495	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163
45	4870	5665	5839	6020	6163	6163	6163	6163	6163	6163	6163	6163

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	9.90	11.53	11.89	12.25	12.64	13.01	13.40	13.83	14.26	14.71	15.13	15.60
3	10.33	12.00	12.38	12.79	13.14	13.58	13.99	14.43	14.86	15.35	15.80	16.30
4	10.68	12.40	12.81	13.20	13.60	14.01	14.45	14.91	15.39	15.85	16.34	16.84
5	11.11	12.95	13.34	13.78	14.18	14.64	15.06	15.54	16.01	16.51	17.03	17.54
6	11.50	13.36	13.80	14.21	14.68	15.10	15.58	16.04	16.55	17.08	17.59	18.14
7	11.99	13.94	14.38	14.81	15.31	15.71	16.25	16.73	17.24	17.78	18.35	18.91
8	12.53	14.55	14.99	15.49	15.95	16.45	16.96	17.46	18.01	18.56	19.15	19.75
9	13.01	15.10	15.58	16.05	16.56	17.09	17.59	18.15	18.71	19.29	19.89	20.53
10	13.66	15.89	16.38	16.86	17.40	17.95	18.50	19.08	19.68	20.25	20.89	21.55
11	14.04	16.34	16.85	17.38	17.91	18.45	19.03	19.63	20.23	20.86	21.50	22.16
12	14.45	16.81	17.34	17.89	18.41	18.99	19.59	20.19	20.80	21.45	22.11	22.76
13	15.18	17.61	18.18	18.75	19.31	19.90	20.55	21.16	21.81	22.51	23.20	23.91
14	15.76	18.38	18.96	19.53	20.11	20.74	21.40	22.06	22.73	23.43	24.16	24.93
15	16.60	19.31	19.90	20.54	21.16	21.80	22.50	23.19	23.89	24.64	25.41	26.19
16	17.40	20.23	20.86	21.50	22.16	22.86	23.55	24.28	25.01	25.84	26.63	27.43
17	18.18	21.13	21.78	22.48	23.15	23.85	24.60	25.38	26.15	26.94	27.80	28.66
18	19.03	22.13	22.78	23.51	24.25	24.99	25.78	26.55	27.36	28.24	29.10	30.01
19	19.91	23.15	23.85	24.61	25.38	26.16	26.94	27.80	28.66	29.55	30.46	31.41
20	20.83	24.24	24.98	25.75	26.54	27.35	28.21	29.09	29.98	30.93	31.86	32.86
21	21.83	25.39	26.16	26.98	27.81	28.68	29.56	30.48	31.43	32.39	33.39	34.44
22	22.71	26.43	27.24	28.10	28.95	29.85	30.76	31.71	32.71	33.70	34.74	35.80
23	23.68	27.53	28.35	29.25	30.15	31.06	32.05	33.04	34.08	35.10	36.21	37.31
24	24.59	28.60	29.50	30.43	31.38	32.33	33.31	34.30	35.43	36.50	37.61	38.83
25	25.63	29.78	30.71	31.65	32.65	33.66	34.69	35.76	36.84	38.04	39.18	40.40
26	26.74	31.10	32.06	33.05	34.10	35.13	36.23	37.34	38.49	39.74	40.90	42.19
27	27.90	32.44	33.44	34.53	35.58	36.65	37.78	38.98	40.18	41.41	42.68	44.01
28	29.10	33.85	34.88	35.98	37.09	38.21	39.38	40.63	41.88	43.18	44.51	45.89
29	30.35	35.33	36.45	37.56	38.73	39.89	41.16	42.43	43.75	45.09	46.46	47.93
30	31.70	36.85	38.04	39.19	40.41	41.66	42.95	44.26	45.66	47.08	48.50	50.04
31	33.15	38.55	39.79	40.98	42.26	43.58	44.90	46.33	47.78	49.23	50.73	52.30
32	34.65	40.29	41.54	42.85	44.15	45.51	46.93	48.38				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	10.56	12.29	12.68	13.07	13.48	13.88	14.29	14.75	15.21	15.69	16.13	16.64
3	11.01	12.80	13.20	13.64	14.01	14.48	14.92	15.39	15.85	16.37	16.85	17.39
4	11.39	13.23	13.67	14.08	14.51	14.95	15.41	15.91	16.41	16.91	17.43	17.96
5	11.85	13.81	14.23	14.69	15.12	15.61	16.07	16.57	17.08	17.61	18.16	18.71
6	12.27	14.25	14.72	15.16	15.65	16.11	16.61	17.11	17.65	18.21	18.76	19.35
7	12.79	14.87	15.33	15.80	16.33	16.76	17.33	17.84	18.39	18.96	19.57	20.17
8	13.36	15.52	15.99	16.52	17.01	17.55	18.09	18.63	19.21	19.80	20.43	21.07
9	13.88	16.11	16.61	17.12	17.67	18.23	18.76	19.36	19.96	20.57	21.21	21.89
10	14.57	16.95	17.47	17.99	18.56	19.15	19.73	20.35	20.99	21.60	22.28	22.99
11	14.97	17.43	17.97	18.53	19.11	19.68	20.29	20.93	21.57	22.25	22.93	23.64
12	15.41	17.93	18.49	19.08	19.64	20.25	20.89	21.53	22.19	22.88	23.59	24.28
13	16.19	18.79	19.39	20.00	20.60	21.23	21.92	22.57	23.27	24.01	24.75	25.51
14	16.81	19.60	20.23	20.83	21.45	22.12	22.83	23.53	24.24	24.99	25.77	26.59
15	17.71	20.60	21.23	21.91	22.57	23.25	24.00	24.73	25.48	26.28	27.11	27.93
16	18.56	21.57	22.25	22.93	23.64	24.39	25.12	25.89	26.68	27.56	28.40	29.25
17	19.39	22.53	23.23	23.97	24.69	25.44	26.24	27.07	27.89	28.73	29.65	30.57
18	20.29	23.60	24.29	25.08	25.87	26.65	27.49	28.32	29.19	30.12	31.04	32.01
19	21.24	24.69	25.44	26.25	27.07	27.91	28.73	29.65	30.57	31.52	32.49	33.51
20	22.21	25.85	26.64	27.47	28.31	29.17	30.09	31.03	31.97	32.99	33.99	35.05
21	23.28	27.08	27.91	28.77	29.67	30.59	31.53	32.51	33.52	34.55	35.61	36.73
22	24.23	28.19	29.05	29.97	30.88	31.84	32.81	33.83	34.89	35.95	37.05	38.19
23	25.25	29.36	30.24	31.20	32.16	33.13	34.19	35.24	36.35	37.44	38.63	39.80
24	26.23	30.51	31.47	32.45	33.47	34.48	35.53	36.59	37.79	38.93	40.12	41.41
25	27.33	31.76	32.76	33.76	34.83	35.91	37.00	38.15	39.29	40.57	41.79	43.09
26	28.52	33.17	34.20	35.25	36.37	37.47	38.64	39.83	41.05	42.39	43.63	45.00
27	29.76	34.60	35.67	36.83	37.95	39.09	40.29	41.57	42.85	44.17	45.52	46.95
28	31.04	36.11	37.20	38.37	39.56	40.76	42.00	43.33	44.67	46.05	47.48	48.95
29	32.37	37.68	38.88	40.07	41.31	42.55	43.91	45.25	46.67	48.09	49.56	51.12
30	33.81	39.31	40.57	41.80	43.11	44.44	45.81	47.21	48.71	50.21	51.73	53.37
31	35.36	41.12	42.44	43.71	45.08	46.48	47.89	49.41	50.96	52.51	54.11	55.79
32	36.96	42.97	44.31	45.71	47.09	48.55	50.05	51.60</				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	11.31	13.17	13.59	14.00	14.44	14.87	15.31	15.80	16.30	16.81	17.29	17.83
3	11.80	13.71	14.14	14.61	15.01	15.51	15.99	16.49	16.99	17.54	18.06	18.63
4	12.20	14.17	14.64	15.09	15.54	16.01	16.51	17.04	17.59	18.11	18.67	19.24
5	12.70	14.80	15.24	15.74	16.20	16.73	17.21	17.76	18.30	18.87	19.46	20.04
6	13.14	15.27	15.77	16.24	16.77	17.26	17.80	18.33	18.91	19.51	20.10	20.73
7	13.70	15.93	16.43	16.93	17.50	17.96	18.57	19.11	19.70	20.31	20.97	21.61
8	14.31	16.63	17.13	17.70	18.23	18.80	19.39	19.96	20.59	21.21	21.89	22.57
9	14.87	17.26	17.80	18.34	18.93	19.53	20.10	20.74	21.39	22.04	22.73	23.46
10	15.61	18.16	18.71	19.27	19.89	20.51	21.14	21.80	22.49	23.14	23.87	24.63
11	16.04	18.67	19.26	19.86	20.47	21.09	21.74	22.43	23.11	23.84	24.57	25.33
12	16.51	19.21	19.81	20.44	21.04	21.70	22.39	23.07	23.77	24.51	25.27	26.01
13	17.34	20.13	20.77	21.43	22.07	22.74	23.49	24.19	24.93	25.73	26.51	27.33
14	18.01	21.00	21.67	22.31	22.99	23.70	24.46	25.21	25.97	26.77	27.61	28.49
15	18.97	22.07	22.74	23.47	24.19	24.91	25.71	26.50	27.30	28.16	29.04	29.93
16	19.89	23.11	23.84	24.57	25.33	26.13	26.91	27.74	28.59	29.53	30.43	31.34
17	20.77	24.14	24.89	25.69	26.46	27.26	28.11	29.00	29.89	30.79	31.77	32.76
18	21.74	25.29	26.03	26.87	27.71	28.56	29.46	30.34	31.27	32.27	33.26	34.30
19	22.76	26.46	27.26	28.13	29.00	29.90	30.79	31.77	32.76	33.77	34.81	35.90
20	23.80	27.70	28.54	29.43	30.33	31.26	32.24	33.24	34.26	35.34	36.41	37.56
21	24.94	29.01	29.90	30.83	31.79	32.77	33.79	34.83	35.91	37.01	38.16	39.36
22	25.96	30.20	31.13	32.11	33.09	34.11	35.16	36.24	37.39	38.51	39.70	40.91
23	27.06	31.46	32.40	33.43	34.46	35.50	36.63	37.76	38.94	40.11	41.39	42.64
24	28.10	32.69	33.71	34.77	35.86	36.94	38.07	39.20	40.49	41.71	42.99	44.37
25	29.29	34.03	35.10	36.17	37.31	38.47	39.64	40.87	42.10	43.47	44.77	46.17
26	30.56	35.54	36.64	37.77	38.97	40.14	41.40	42.67	43.99	45.41	46.74	48.21
27	31.89	37.07	38.21	39.46	40.86	41.89	43.17	44.54	45.91	47.33	48.77	50.30
28	33.26	38.69	39.86	41.11	42.39	43.67	45.00	46.43	47.86	49.34	50.87	52.44
29	34.69	40.37	41.66	42.93	44.26	45.59	47.04	48.49	50.00	51.53	53.10	54.77
30	36.23	42.11	43.47	44.79	46.19	47.61	49.09	50.59	52.19	53.80	55.43	57.19
31	37.89	44.06	45.47	46.83	48.30	49.80	51.31	52.94	54.60	56.26	57.97	59.77
32	39.60	46.04	47.47	48.97	50.46	52.01	53.63	55.29</				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	808	940	970	1000	1031	1062	1093	1128	1164	1201	1234	1273
3	843	979	1010	1043	1072	1108	1141	1177	1213	1253	1289	1330
4	871	1012	1046	1077	1110	1143	1179	1217	1256	1293	1333	1374
5	907	1057	1088	1124	1157	1194	1229	1268	1307	1347	1389	1431
6	938	1090	1126	1160	1197	1232	1271	1309	1350	1393	1435	1480
7	978	1137	1173	1209	1250	1282	1326	1365	1407	1450	1497	1543
8	1022	1187	1223	1264	1302	1342	1384	1425	1470	1515	1563	1612
9	1062	1232	1271	1310	1352	1394	1435	1481	1527	1574	1623	1675
10	1115	1296	1336	1376	1420	1465	1510	1557	1605	1652	1704	1758
11	1145	1333	1375	1418	1462	1506	1552	1601	1650	1702	1754	1808
12	1179	1372	1415	1460	1502	1549	1598	1647	1697	1750	1804	1857
13	1238	1437	1483	1530	1576	1624	1677	1727	1780	1837	1893	1951
14	1286	1499	1547	1593	1641	1692	1746	1800	1854	1911	1972	2034
15	1355	1576	1624	1676	1727	1779	1836	1892	1949	2010	2074	2137
16	1420	1650	1702	1754	1808	1866	1922	1981	2041	2108	2173	2238
17	1483	1724	1777	1834	1889	1946	2007	2071	2134	2198	2268	2339
18	1552	1805	1858	1919	1979	2039	2103	2166	2233	2304	2375	2449
19	1625	1889	1946	2008	2071	2135	2198	2268	2339	2411	2486	2563
20	1699	1978	2038	2101	2165	2232	2302	2374	2446	2523	2600	2682
21	1781	2072	2135	2201	2270	2340	2412	2487	2564	2643	2724	2810
22	1853	2156	2223	2293	2362	2436	2510	2588	2669	2750	2835	2921
23	1932	2246	2313	2387	2460	2535	2615	2696	2781	2864	2955	3045
24	2006	2334	2407	2483	2560	2638	2718	2799	2891	2978	3069	3168
25	2091	2430	2506	2583	2664	2747	2831	2918	3006	3104	3197	3297
26	2182	2538	2616	2697	2783	2866	2956	3047	3141	3243	3337	3443
27	2277	2647	2729	2817	2903	2991	3082	3180	3278	3379	3482	3591
28	2375	2762	2846	2936	3026	3118	3213	3315	3417	3523	3632	3744
29	2477	2883	2974	3065	3160	3255	3359	3462	3570	3679	3791	3911
30	2587	3007	3104	3198	3298	3400	3505	3612	3726	3841	3958	4083
31	2705	3146	3247	3344	3449	3556	3664	3780	3898	4017	4139	4268
32	2827	3287	3389	3497	3603	3714	3829	3947	4068	4194	4325	4458
33	2951	3434	3539	3650	3762	3877	3996	4121	4250	4381	4517	4655
34	3076	3577	3689	3803	3918	4043	4168	4297	4427	4565	4706	4853
35	3218	3740	3860	3979	4101	4228	4355	4494	4633	4774		

ANNUAL SALARY RATES EFFECTIVE 1-01-11*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	21089	24534	25317	26100	26909	27718	28527	29441	30380	31346	32207	33225
3	22002	25552	26361	27222	27979	28919	29780	30720	31659	32703	33643	34713
4	22733	26413	27301	28110	28971	29832	30772	31764	32782	33747	34791	35861
5	23673	27588	28397	29336	30198	31163	32077	33095	34113	35157	36253	37349
6	24482	28449	29389	30276	31242	32155	33173	34165	35235	36357	37454	38628
7	25526	29676	30615	31555	32625	33460	34609	35627	36723	37845	39072	40272
8	26674	30981	31920	32990	33982	35026	36122	37193	38367	39542	40794	42073
9	27718	32155	33173	34191	35287	36383	37454	38654	39855	41081	42360	43718
10	29102	33826	34870	35914	37062	38237	39411	40638	41891	43117	44474	45884
11	29885	34791	35888	37010	38158	39307	40507	41786	43065	44422	45779	47189
12	30772	35809	36932	38106	39202	40429	41708	42987	44292	45675	47084	48468
13	32312	37506	38706	39933	41134	42386	43770	45075	46458	47946	49407	50921
14	33565	39124	40377	41577	42830	44161	45571	46980	48389	49877	51469	53087
15	35366	41134	42386	43744	45075	46432	47920	49381	50869	52481	54131	55776
16	37062	43065	44422	45779	47189	48703	50164	51704	53270	55019	56715	58412
17	38706	44996	46380	47867	49303	50791	52383	54053	55697	57368	59195	61048
18	40507	47111	48494	50086	51652	53218	54888	56533	58281	60134	61988	63919
19	42413	49303	50791	52409	54053	55724	57368	59195	61048	62927	64885	66894
20	44344	51626	53192	54838	56507	58255	60082	61961	63841	65850	67860	70000
21	46484	54079	55724	57446	59247	61074	62953	64911	66920	68982	71096	73341
22	48363	56272	58020	59847	61648	63580	65511	67547	69661	71775	73994	76238
23	50425	58621	60369	62301	64206	66164	68252	70366	72584	74750	77126	79475
24	52357	60917	62823	64806	66816	68852	70940	73054	75455	77726	80101	82685
25	54575	63423	65407	67416	69530	71697	73889	76160	78457	81014	83442	86052
26	56950	66242	68278	70392	72636	74803	77152	79527	81980	84642	87096	89662
27	59430	69087	71227	73524	75768	78065	80448	82998	85556	88192	90880	93725
28	61988	72088	74281	76630	78979	81380	83859	86522	89184	91950	94795	97718
29	64650	75246	77621	79997	82476	84956	87670	90358	93177	96022	98945	102077
30	67521	78483	81014	83468	86078	88740	91481	94273	97249	100250	103304	106566
31	70601	82111	84747	87278	90019	92812	95630	98588	101738	104844	108028	111395
32	73785	85791	88453	91272	94038	96935	99937	103017	106201	109463	112883	116354
33	77021	89627	92368	95285	98188	101190	104296	107558	110925	114344	117894	121496
34	80284	93360	96283	99258	102260	105522	108785	112152	115545	119147	122827	126663
35	83990	97614	100746	103852	107036	110351	113686	117293	120921	124601	128464	132405
36	87931	102234	105444	108733	112073	115493	119042	122774	126559	130448	134546	138643
37	91924	106906	110168	113535	117163	120765	124393	128282	132223	136320	140601	144959
38	95265	110768	114240	117737	121339	125176	129012	132980	137103	141305	145690	149162
39	98188	114240	117737	121339	125176	129012	132980	137103	141305	145690	149162	149162
40	101242	117737	121339	125176	129012	132980	137103	141305	145690	149162	149162	149162
41	104348	121339	125176	129012	132980	137103	141305	145690	149162	149162	149162	149162
42	107558	125176	129012	132980	137103	141305	145690	149162	149162	149162	149162	149162
43	110925	129012	132980	137103	141305	145690	149162	149162	149162	149162	149162	149162
44	114318	132980	137103	141305	145690	149162	149162	149162	149162	149162	149162	149162
45	117868	137103	141305	145690	149162	149162	149162	149162	149162	149162	149162	149162

SCHEDULE C-3

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	856	996	1028	1060	1093	1126	1159	1196	1234	1273	1308	1349
3	894	1038	1071	1106	1136	1174	1209	1248	1286	1328	1366	1410
4	923	1073	1109	1142	1177	1212	1250	1290	1331	1371	1413	1456
5	961	1120	1153	1191	1226	1266	1303	1344	1385	1428	1472	1517
6	994	1155	1194	1230	1269	1306	1347	1388	1431	1477	1521	1569
7	1037	1205	1243	1282	1325	1359	1406	1447	1491	1537	1587	1636
8	1083	1258	1296	1340	1380	1423	1467	1511	1558	1606	1657	1709
9	1126	1306	1347	1389	1433	1478	1521	1570	1619	1668	1720	1776
10	1182	1374	1416	1459	1505	1553	1601	1650	1701	1751	1806	1863
11	1214	1413	1458	1503	1550	1596	1645	1697	1749	1804	1859	1916
12	1250	1454	1500	1548	1592	1642	1694	1746	1799	1855	1912	1968
13	1312	1523	1572	1622	1671	1721	1778	1831	1887	1947	2007	2068
14	1363	1589	1640	1689	1739	1794	1851	1908	1965	2026	2090	2156
15	1436	1671	1721	1777	1831	1886	1946	2006	2066	2131	2198	2265
16	1505	1749	1804	1859	1916	1978	2037	2100	2163	2234	2303	2372
17	1572	1827	1884	1944	2002	2063	2127	2195	2262	2330	2404	2479
18	1645	1913	1969	2034	2098	2161	2229	2296	2367	2442	2518	2596
19	1723	2002	2063	2128	2195	2263	2330	2404	2479	2556	2635	2717
20	1801	2097	2160	2227	2295	2366	2440	2516	2593	2674	2756	2843
21	1888	2196	2263	2333	2406	2480	2557	2636	2718	2802	2887	2979
22	1964	2285	2356	2431	2504	2582	2661	2743	2829	2915	3006	3096
23	2048	2381	2452	2530	2608	2687	2772	2858	2948	3036	3132	3228
24	2126	2474	2551	2632	2714	2796	2881	2967	3064	3157	3253	3358
25	2216	2576	2656	2738	2824	2912	3001	3093	3186	3290	3389	3495
26	2313	2690	2773	2859	2950	3038	3133	3230	3329	3438	3537	3650
27	2414	2806	2893	2986	3077	3170	3267	3371	3475	3582	3691	3806
28	2518	2928	3017	3112	3208	3305	3406	3514	3622	3734	3850	3969
29	2626	3056	3152	3249	3350	3450	3561	3670	3784	3900	4018	4146
30	2742	3187	3290	3390	3496	3604	3715	3829	3950	4071	4195	4328
31	2867	3335	3442	3545	3656	3769	3884	4007	4132	4258	4387	4524
32	2997	3484	3592	3707	3819	3937	4059	4184	4313	4446	4585	4725
33	3128	3640	3751	3869	3988	4110	4236	4368	4505	4644	4788	4934
34	3261	3792	3910	4031	4153	4286	4418	4555	4693	4839	4988	5144
35	3411	3964	4092	4218	4347	4482	4616	4764	4911	5060	5217	5377
36	3571	4152	4282	4416	4552	4691	4835	4986	5140	5298	5464	5631
37	3733	4342	4474	4611	4758	4905	5052	5210	5370	5536	5710	5887
38	3869	4499	4640	4782	4928	5084	5240	5401	5568	5739	5917	6058
39	3988	4640	4782	4928	5084	5240	5401	5568	5739	5917	6058	6058
40	4112	4782	4928	5084	5240	5401	5568	5739	5917	6058	6058	6058
41	4238	4928	5084	5240	5401	5568	5739	5917	6058	6058	6058	6058
42	4368	5084	5240	5401	5568	5739	5917	6058	6058	6058	6058	6058
43	4505	5240	5401	5568	5739	5917	6058	6058	6058	6058	6058	6058
44	4643	5401	5568	5739	5917	6058	6058	6058	6058	6058	6058	6058
45	4787	5568	5739	5917	6058	6058	6058	6058	6058	6058	6058	6058

BIWEEKLY 10% 3-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 1-01-11*

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	889	1034	1067	1100	1134	1168	1202	1241	1280	1321	1357	1400
3	927	1077	1111	1147	1179	1219	1255	1295	1334	1378	1418	1463
4	958	1113	1151	1185	1221	1257	1297	1339	1382	1422	1466	1511
5	998	1163	1197	1236	1273	1313	1352	1395	1438	1482	1528	1574
6	1032	1199	1239	1276	1317	1355	1398	1440	1485	1532	1579	1628
7	1076	1251	1290	1330	1375	1410	1459	1502	1548	1595	1647	1697
8	1124	1306	1345	1390	1432	1476	1522	1568	1617	1667	1719	1773
9	1168	1355	1398	1441	1487	1533	1579	1629	1680	1731	1785	1843
10	1227	1426	1470	1514	1562	1612	1661	1713	1766	1817	1874	1934
11	1260	1466	1513	1560	1608	1657	1707	1761	1815	1872	1929	1989
12	1297	1509	1557	1606	1652	1704	1758	1812	1867	1925	1984	2043
13	1362	1581	1631	1683	1734	1786	1845	1900	1958	2021	2082	2146
14	1415	1649	1702	1752	1805	1861	1921	1980	2039	2102	2169	2237
15	1491	1734	1786	1844	1900	1957	2020	2081	2144	2211	2281	2351
16	1562	1815	1872	1929	1989	2053	2114	2179	2245	2319	2390	2462
17	1631	1896	1955	2017	2078	2141	2208	2278	2347	2418	2495	2573
18	1707	1986	2044	2111	2177	2243	2313	2383	2456	2534	2613	2694
19	1788	2078	2141	2209	2278	2349	2418	2495	2573	2652	2735	2819
20	1869	2176	2242	2311	2382	2455	2532	2611	2691	2775	2860	2950
21	1959	2279	2349	2421	2497	2574	2653	2736	2820	2907	2996	3091
22	2038	2372	2445	2522	2598	2680	2761	2847	2936	3025	3119	3213
23	2125	2471	2544	2626	2706	2789	2877	2966	3059	3150	3251	3350
24	2207	2567	2648	2731	2816	2902	2990	3079	3180	3276	3376	3485
25	2300	2673	2757	2841	2930	3022	3114	3210	3307	3414	3517	3627
26	2400	2792	2878	2967	3061	3163	3252	3352	3455	3567	3671	3787
27	2505	2912	3002	3099	3193	3290	3390	3498	3606	3717	3830	3950
28	2613	3038	3131	3230	3329	3430	3534	3647	3759	3875	3995	4118
29	2725	3171	3271	3372	3476	3581	3695	3808	3927	4047	4170	4302
30	2846	3308	3414	3518	3628	3740	3856	3973	4099	4225	4354	4491
31	2976	3461	3572	3678	3794	3912	4030	4158	4288	4419	4553	4695
32	3110	3616	3728	3847	3963	4085	4212	4342	4476	4613	4758	4904
33	3246	3777	3893	4015	4138	4265	4396	4533	4675	4819	4969	5121
34	3384	3935	4058	4183	4310	4447	4585	4727	4870	5022	5177	5338
35	3540	4114	4246	4377	4511	4651	4791	4943	5096	5251	5414	5580
36	3706	4309	4444	4583	4723	4868	5017	5174	5334	5498	5671	5843
37	3874	4506	4643	4785	4938	5090	5243	5407	5573	5745	5926	6109
38	4015	4668	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287
39	4138	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287
40	4267	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287
41	4398	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287
42	4533	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287
43	4675	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287
44	4818	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287
45	4968	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287	6287

BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL SALARY RATES EFFECTIVE 1-01-11*

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2	889	1034	1067	1100	1134	1168	1202	1241	1280	1321	1357	1400
3	927	1077	1111	1147	1179	1219	1255	1295	1334	1378	1418	1463
4	958	1113	1151	1185	1221	1257	1297	1339	1382	1422	1466	1511
5	998	1163	1197	1236	1273	1313	1352	1395	1438	1482	1528	1574
6	1032	1199	1239	1276	1317	1355	1398	1440	1485	1532	1579	1628
7	1076	1251	1290	1330	1375	1410	1459	1502	1548	1595	1647	1697
8	1124	1306	1345	1390	1432	1476	1522	1568	1617	1667	1719	1773
9	1168	1355	1398	1441	1487	1533	1579	1629	1680	1731	1786	1843
10	1227	1426	1470	1514	1562	1612	1661	1713	1766	1817	1874	1934
11	1260	1466	1513	1560	1608	1657	1707	1761	1815	1872	1929	1989
12	1297	1509	1557	1606	1652	1704	1758	1812	1867	1925	1984	2043
13	1362	1581	1631	1683	1734	1786	1845	1900	1958	2021	2082	2146
14	1415	1649	1702	1752	1805	1861	1921	1980	2039	2102	2169	2237
15	1491	1734	1786	1844	1900	1957	2020	2081	2144	2211	2281	2351
16	1562	1815	1872	1929	1989	2053	2114	2179	2245	2319	2390	2462
17	1631	1896	1955	2017	2078	2141	2208	2278	2347	2418	2495	2573
18	1707	1986	2044	2111	2177	2243	2313	2383	2456	2534	2613	2694
19	1788	2078	2141	2209	2278	2349	2418	2495	2573	2662	2735	2819
20	1869	2176	2242	2311	2382	2455	2532	2611	2691	2775	2860	2950
21	1959	2279	2349	2421	2497	2574	2653	2736	2820	2907	2996	3091
22	2038	2372	2445	2522	2598	2680	2761	2847	2936	3025	3119	3213
23	2125	2471	2544	2626	2706	2789	2877	2966	3059	3150	3251	3350
24	2207	2567	2648	2731	2816	2902	2990	3079	3180	3276	3376	3485
25	2300	2673	2757	2841	2930	3022	3114	3210	3307	3414	3517	3627
26	2400	2792	2878	2967	3061	3153	3252	3352	3455	3567	3671	3787
27	2505	2912	3002	3099	3193	3290	3390	3498	3606	3717	3830	3950
28	2613	3038	3131	3230	3329	3430	3534	3647	3759	3875	3995	4118
29	2725	3171	3271	3372	3476	3581	3695	3808	3927	4047	4170	4302
30	2846	3308	3414	3518	3628	3740	3856	3973	4099	4225	4354	4491
31	2976	3461	3572	3678	3794	3912	4030	4158	4288	4419	4553	4695
32	3110	3616	3728	3847	3963	4085	4212	4342	4476	4613	4758	4904
33	3246	3777	3893	4015	4138	4265	4396	4533	4675	4819	4969	5121
34	3384	3935	4058	4183	4310	4447	4585	4727	4870	5022	5177	5338
35	3540	4114	4246	4377	4511	4651	4791	4943	5096	5251	5414	5580
36	3706	4309	4444	4583	4723	4868	5017	5174	5334	5498	5671	5843
37	3874	4506	4643	4785	4938	5090	5243	5407	5573	5745	5926	6109
38	4015	4668	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287
39	4138	4815	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287
40	4267	4962	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287
41	4398	5114	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287
42	4533	5276	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287
43	4675	5437	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287
44	4818	5605	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287
45	4968	5778	5955	6140	6287	6287	6287	6287	6287	6287	6287	6287

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	10.10	11.75	12.13	12.50	12.89	13.28	13.66	14.10	14.55	15.01	15.43	15.91
3	10.54	12.24	12.63	13.04	13.40	13.85	14.26	14.71	15.16	15.66	16.11	16.63
4	10.89	12.65	13.08	13.46	13.88	14.29	14.74	15.21	15.70	16.16	16.66	17.18
5	11.34	13.21	13.60	14.05	14.46	14.93	15.36	15.85	16.34	16.84	17.36	17.89
6	11.73	13.63	14.08	14.50	14.96	15.40	15.89	16.36	16.88	17.41	17.94	18.50
7	12.23	14.21	14.66	15.11	15.63	16.03	16.58	17.06	17.59	18.13	18.71	19.29
8	12.78	14.84	15.29	15.80	16.28	16.78	17.30	17.81	18.38	18.94	19.54	20.15
9	13.28	15.40	15.89	16.38	16.90	17.43	17.94	18.51	19.09	19.68	20.29	20.94
10	13.94	16.20	16.70	17.20	17.75	18.31	18.88	19.46	20.06	20.65	21.30	21.98
11	14.31	16.66	17.19	17.73	18.28	18.83	19.40	20.01	20.63	21.28	21.93	22.60
12	14.74	17.15	17.69	18.25	18.78	19.36	19.98	20.59	21.21	21.88	22.55	23.21
13	15.48	17.96	18.54	19.13	19.70	20.30	20.96	21.59	22.25	22.96	23.66	24.39
14	16.08	18.74	19.34	19.91	20.51	21.15	21.83	22.50	23.18	23.89	24.65	25.43
15	16.94	19.70	20.30	20.95	21.59	22.24	22.95	23.65	24.36	25.13	25.93	26.71
16	17.75	20.63	21.28	21.93	22.60	23.33	24.03	24.76	25.51	26.35	27.16	27.98
17	18.54	21.55	22.21	22.93	23.61	24.33	25.09	25.89	26.68	27.48	28.35	29.24
18	19.40	22.56	23.23	23.99	24.74	25.49	26.29	27.08	27.91	28.80	29.69	30.61
19	20.31	23.61	24.33	25.10	25.89	26.69	27.48	28.35	29.24	30.14	31.08	32.04
20	21.24	24.73	25.48	26.26	27.06	27.90	28.78	29.68	30.58	31.54	32.50	33.53
21	22.26	25.90	26.69	27.51	28.38	29.25	30.15	31.09	32.05	33.04	34.05	35.13
22	23.16	26.95	27.79	28.66	29.53	30.45	31.38	32.35	33.36	34.38	35.44	36.51
23	24.15	28.08	28.91	29.84	30.75	31.69	32.69	33.70	34.76	35.80	36.94	38.06
24	25.08	29.18	30.09	31.04	32.00	32.98	33.98	34.99	36.14	37.23	38.36	39.60
25	26.14	30.38	31.33	32.29	33.30	34.34	35.39	36.48	37.58	38.80	39.96	41.21
26	27.28	31.73	32.70	33.71	34.79	35.83	36.95	38.09	39.26	40.54	41.71	43.04
27	28.48	33.09	34.11	35.21	36.29	37.39	38.53	39.75	40.98	42.24	43.53	44.89
28	29.69	34.53	35.58	36.70	37.83	38.98	40.16	41.44	42.71	44.04	45.40	46.80
29	30.96	36.04	37.18	38.31	39.50	40.69	41.99	43.28	44.63	45.99	47.39	48.89
30	32.34	37.59	38.80	39.98	41.23	42.50	43.81	45.15	46.58	48.01	49.48	51.04
31	33.81	39.33	40.59	41.80	43.11	44.45	45.80	47.25	48.73	50.21	51.74	53.35
32	35.34	41.09	42.36	43.71	45.04	46.43	47.86	49.34</				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	10.77	12.53	12.93	13.33	13.75	14.16	14.57	15.04	15.52	16.01	16.45	16.97
3	11.24	13.05	13.47	13.91	14.29	14.77	15.21	15.69	16.17	16.71	17.19	17.73
4	11.61	13.49	13.95	14.36	14.80	15.24	15.72	16.23	16.75	17.24	17.77	18.32
5	12.09	14.09	14.51	14.99	15.43	15.92	16.39	16.91	17.43	17.96	18.52	19.08
6	12.51	14.53	15.01	15.47	15.96	16.43	16.95	17.45	18.00	18.57	19.13	19.73
7	13.04	15.16	15.64	16.12	16.67	17.09	17.68	18.20	18.76	19.33	19.96	20.57
8	13.63	15.83	16.31	16.85	17.36	17.89	18.45	19.00	19.60	20.20	20.84	21.49
9	14.16	16.43	16.95	17.47	18.03	18.59	19.13	19.75	20.36	20.99	21.64	22.33
10	14.87	17.28	17.81	18.35	18.93	19.53	20.13	20.76	21.40	22.03	22.72	23.44
11	15.27	17.77	18.33	18.91	19.49	20.08	20.69	21.35	22.00	22.69	23.39	24.11
12	15.72	18.29	18.87	19.47	20.03	20.65	21.31	21.96	22.63	23.33	24.05	24.76
13	16.51	19.16	19.77	20.40	21.01	21.65	22.36	23.03	23.73	24.49	25.24	26.01
14	17.15	19.99	20.63	21.24	21.88	22.56	23.28	24.00	24.72	25.48	26.29	27.12
15	18.07	21.01	21.65	22.35	23.03	23.72	24.48	25.23	25.99	26.80	27.65	28.49
16	18.93	22.00	22.69	23.39	24.11	24.88	25.63	26.41	27.21	28.11	28.97	29.84
17	19.77	22.99	23.69	24.45	25.19	25.95	26.76	27.61	28.45	29.31	30.24	31.19
18	20.69	24.07	24.77	25.59	26.39	27.19	28.04	28.88	29.77	30.72	31.67	32.65
19	21.67	25.19	25.95	26.77	27.61	28.47	29.31	30.24	31.19	32.15	33.15	34.17
20	22.65	26.37	27.17	28.01	28.87	29.76	30.69	31.65	32.61	33.64	34.67	35.76
21	23.75	27.83	28.47	29.35	30.27	31.20	32.16	33.16	34.19	35.24	36.32	37.47
22	24.71	28.75	29.64	30.57	31.49	32.48	33.47	34.51	35.59	36.67	37.80	38.95
23	25.76	29.95	30.84	31.83	32.80	33.80	34.87	35.95	37.08	38.19	39.40	40.60
24	26.75	31.12	32.09	33.11	34.13	35.17	36.24	37.32	38.55	39.71	40.92	42.24
25	27.88	32.40	33.41	34.44	35.52	36.63	37.75	38.91	40.08	41.39	42.63	43.96
26	29.09	33.84	34.88	35.96	37.11	38.21	39.41	40.63	41.88	43.24	44.49	45.91
27	30.36	35.29	36.39	37.56	38.71	39.88	41.09	42.40	43.71	45.05	46.43	47.88
28	31.67	36.83	37.95	39.15	40.35	41.57	42.84	44.20	45.56	46.97	48.43	49.92
29	33.03	38.44	39.65	40.87	42.13	43.40	44.79	46.16	47.60	49.05	50.55	52.15
30	34.49	40.09	41.39	42.64	43.97	45.33	46.73	48.16	49.68	51.21	52.77	54.44
31	36.07	41.95	43.29	44.59	45.99	47.41	48.85	50.40	51.97	53.56	55.19	56.91
32	37.69	43.83	45.19	46.63	48.04	49.52	51.05	52.63</				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	11.54	13.43	13.86	14.29	14.73	15.17	15.61	16.11	16.63	17.16	17.63	18.19
3	12.04	13.99	14.43	14.90	15.31	15.83	16.30	16.81	17.33	17.90	18.41	19.00
4	12.44	14.46	14.94	15.39	15.86	16.33	16.84	17.39	17.94	18.47	19.04	19.63
5	12.96	15.10	15.54	16.06	16.53	17.06	17.56	18.11	18.67	19.24	19.84	20.44
6	13.40	15.57	16.09	16.57	17.10	17.60	18.16	18.70	19.29	19.90	20.50	21.14
7	13.97	16.24	16.76	17.27	17.86	18.31	18.94	19.50	20.10	20.71	21.39	22.04
8	14.60	16.96	17.47	18.06	18.60	19.17	19.77	20.36	21.00	21.64	22.33	23.03
9	15.17	17.60	18.16	18.71	19.31	19.91	20.50	21.16	21.81	22.49	23.19	23.93
10	15.93	18.51	19.09	19.66	20.29	20.93	21.57	22.24	22.93	23.60	24.34	25.11
11	16.36	19.04	19.64	20.26	20.89	21.51	22.17	22.87	23.57	24.31	25.06	25.83
12	16.84	19.60	20.21	20.86	21.46	22.13	22.83	23.53	24.24	25.00	25.77	26.53
13	17.69	20.53	21.19	21.86	22.51	23.20	23.96	24.67	25.43	26.24	27.04	27.87
14	18.37	21.41	22.10	22.76	23.44	24.17	24.94	25.71	26.49	27.30	28.17	29.06
15	19.36	22.51	23.20	23.94	24.67	25.41	26.23	27.03	27.84	28.71	29.63	30.53
16	20.29	23.57	24.31	25.06	25.83	26.66	27.46	28.30	29.16	30.11	31.04	31.97
17	21.19	24.63	25.39	26.20	26.99	27.80	28.67	29.59	30.49	31.40	32.40	33.41
18	22.17	25.79	26.54	27.41	28.27	29.13	30.04	30.94	31.90	32.91	33.93	34.99
19	23.21	26.99	27.80	28.69	29.59	30.50	31.40	32.40	33.41	34.44	35.51	36.61
20	24.27	28.26	29.11	30.01	30.93	31.89	32.89	33.91	34.94	36.04	37.14	38.31
21	25.44	29.60	30.50	31.44	32.43	33.43	34.46	35.53	36.63	37.76	38.91	40.14
22	26.47	30.80	31.76	32.76	33.74	34.80	35.86	36.97	38.13	39.29	40.50	41.73
23	27.60	32.09	33.04	34.10	35.14	36.21	37.36	38.51	39.73	40.91	42.21	43.50
24	28.66	33.34	34.39	35.47	36.57	37.69	38.83	39.99	41.30	42.54	43.84	45.26
25	29.87	34.71	35.80	36.90	38.06	39.24	40.44	41.69	42.94	44.34	45.67	47.10
26	31.17	36.26	37.37	38.53	39.76	40.94	42.23	43.53	44.87	46.33	47.67	49.19
27	32.53	37.81	38.99	40.24	41.47	42.73	44.03	45.43	46.83	48.27	49.74	51.30
28	33.93	39.46	40.66	41.94	43.23	44.54	45.90	47.36	48.81	50.33	51.89	53.49
29	35.39	41.19	42.49	43.79	45.14	46.50	47.99	49.46	51.00	52.56	54.16	55.87
30	36.96	42.96	44.34	45.69	47.11	48.57	50.07	51.60	53.23	54.87	56.54	58.33
31	38.64	44.94	46.39	47.77	49.27	50.80	52.34	54.00	55.69	57.39	59.13	60.97
32	40.39	46.96	48.41	49.86	51.47	53.06	54.70	56.39</				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	824	959	989	1020	1052	1083	1115	1151	1187	1225	1259	1298
3	860	999	1030	1064	1093	1130	1164	1201	1237	1278	1315	1357
4	888	1032	1067	1099	1132	1166	1203	1241	1281	1319	1360	1401
5	925	1078	1110	1146	1180	1218	1254	1293	1333	1374	1417	1460
6	957	1112	1149	1183	1221	1257	1296	1335	1377	1421	1464	1510
7	998	1160	1196	1233	1275	1308	1353	1392	1435	1479	1527	1574
8	1042	1211	1247	1289	1328	1369	1412	1454	1499	1545	1594	1644
9	1083	1257	1296	1336	1379	1422	1464	1511	1558	1605	1655	1709
10	1137	1322	1363	1404	1448	1494	1540	1588	1637	1685	1738	1793
11	1168	1360	1403	1446	1491	1536	1583	1633	1683	1736	1789	1844
12	1203	1399	1443	1489	1532	1580	1630	1680	1731	1785	1840	1894
13	1263	1466	1513	1561	1608	1656	1711	1762	1816	1874	1931	1990
14	1312	1529	1578	1625	1674	1726	1781	1836	1891	1949	2011	2075
15	1382	1608	1656	1710	1762	1815	1873	1930	1988	2050	2115	2180
16	1448	1683	1736	1789	1844	1903	1960	2021	2082	2150	2216	2283
17	1513	1758	1813	1871	1927	1985	2047	2112	2177	2242	2313	2386
18	1583	1841	1895	1957	2019	2080	2145	2209	2278	2350	2423	2498
19	1658	1927	1985	2048	2112	2178	2242	2313	2386	2459	2536	2614
20	1733	2018	2079	2143	2208	2277	2348	2421	2495	2573	2652	2736
21	1817	2113	2178	2245	2315	2387	2460	2537	2615	2696	2778	2866
22	1890	2199	2267	2339	2409	2485	2560	2640	2722	2805	2892	2979
23	1971	2291	2359	2435	2509	2586	2667	2750	2837	2921	3014	3106
24	2046	2381	2455	2533	2611	2691	2772	2855	2949	3038	3130	3231
25	2133	2479	2556	2635	2717	2802	2888	2976	3066	3166	3261	3363
26	2226	2589	2668	2751	2839	2923	3015	3108	3204	3308	3404	3512
27	2323	2700	2784	2873	2961	3051	3144	3244	3344	3447	3552	3663
28	2423	2817	2903	2995	3087	3180	3277	3381	3485	3593	3705	3819
29	2527	2941	3033	3126	3223	3320	3426	3531	3641	3753	3867	3989
30	2639	3067	3166	3262	3364	3468	3575	3684	3801	3918	4037	4165
31	2759	3209	3312	3411	3518	3627	3737	3856	3976	4097	4222	4353
32	2884	3353	3467	3567	3675	3788	3906	4026	4150	4278	4412	4547
33	3010	3503	3610	3723	3837	3955	4076	4203	4335	4469	4607	4748
34	3138	3649	3763	3879	3996	4124	4251	4383	4516	4656	4800	4950
35	3282	3815	3937	4059	4183	4313	4442	4584	4726	4869		

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	21506	25030	25813	26622	27457	28266	29102	30041	30981	31973	32860	33878
3	22446	26074	26883	27770	28627	29493	30380	31346	32286	33356	34422	35418
4	23177	26935	27849	28684	29545	30433	31398	32390	33434	34426	35496	36566
5	24143	28136	28971	29911	30798	31790	32729	33747	34791	35861	36984	38106
6	24978	29023	29989	30876	31868	32808	33826	34844	35940	37088	38210	39411
7	26048	30276	31216	32181	33278	34139	35313	36331	37454	38602	39855	41081
8	27196	31607	32547	33643	34661	35731	36853	37949	39124	40325	41603	42900
9	28266	32808	33826	34870	35992	37114	38210	39437	40664	41891	43196	44605
10	29676	34504	35574	36644	37793	38993	40194	41447	42726	43979	45362	46797
11	30485	35496	36618	37741	38915	40090	41316	42621	43926	45310	46693	48128
12	31398	36514	37662	38863	39985	41238	42543	43848	45179	46589	48024	49433
13	32964	38263	39489	40742	41969	43222	44657	45988	47398	48911	50399	51939
14	34243	39907	41186	42413	43691	45049	46484	47920	49355	50869	52487	54158
15	36070	41969	43222	44631	45988	47372	48885	50373	51887	53505	55202	56898
16	37793	43926	45310	46693	48128	49668	51166	52748	54340	56115	57838	59586
17	39489	45884	47319	48833	50295	51809	53427	55123	56820	58516	60369	62275
18	41316	48050	49460	51078	52696	54288	55955	57655	59456	61335	63240	65198
19	43274	50295	51809	53453	55123	56846	58516	60369	62275	64180	66190	68225
20	45231	52670	54262	55932	57629	59430	61283	63188	65120	67155	69217	71410
21	47424	55149	56846	58595	60422	62301	64206	66216	68252	70366	72506	74803
22	49329	57394	59169	61048	62875	64859	66816	68904	71044	73211	75481	77752
23	51443	59795	61570	63554	65485	67495	69609	71775	74046	76238	78665	81067
24	53401	62144	64076	66111	68147	70235	72349	74516	76969	79292	81693	84329
25	55671	64702	66712	68774	70914	73132	75377	77674	80023	82633	85112	87774
26	58099	67573	69635	71801	74098	76290	78692	81119	83624	86339	88844	91663
27	60630	70470	72662	74985	77282	79631	82058	84668	87278	89967	92707	95604
28	63240	73524	75768	78170	80571	82998	85530	88244	90959	93777	96701	99676
29	65955	76760	79161	81589	84120	86662	89419	92159	95030	97953	100929	104113
30	68878	80049	82633	85138	87800	90515	93308	96152	99206	102260	105366	108707
31	72010	83755	86443	89027	91820	94665	97536	100642	103774	106932	110194	113613
32	75272	87513	90228	93099	95918	98867	101947					

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	873	1017	1048	1081	1115	1148	1182	1220	1258	1299	1335	1376
3	912	1059	1092	1128	1159	1198	1234	1273	1311	1355	1394	1438
4	941	1094	1131	1165	1200	1236	1275	1315	1358	1398	1442	1485
5	981	1143	1177	1215	1251	1291	1329	1371	1413	1456	1502	1548
6	1014	1179	1218	1254	1294	1332	1374	1415	1460	1506	1552	1601
7	1058	1230	1268	1307	1352	1386	1434	1476	1521	1568	1619	1668
8	1105	1284	1322	1366	1408	1451	1497	1541	1589	1638	1690	1743
9	1148	1332	1374	1416	1462	1507	1552	1602	1651	1701	1754	1812
10	1205	1401	1445	1488	1535	1584	1632	1683	1735	1786	1842	1901
11	1238	1442	1487	1533	1580	1628	1678	1731	1784	1840	1896	1955
12	1275	1483	1530	1578	1624	1675	1728	1781	1835	1892	1950	2008
13	1339	1554	1604	1655	1704	1755	1814	1868	1925	1986	2047	2109
14	1391	1621	1673	1723	1774	1830	1888	1946	2004	2066	2132	2200
15	1465	1704	1755	1813	1868	1924	1985	2046	2107	2173	2242	2311
16	1535	1784	1840	1896	1955	2017	2078	2142	2207	2279	2349	2420
17	1604	1863	1922	1983	2043	2104	2170	2239	2308	2377	2452	2529
18	1678	1951	2009	2074	2140	2205	2274	2342	2415	2491	2568	2648
19	1757	2043	2104	2171	2239	2309	2377	2452	2529	2607	2688	2771
20	1837	2139	2204	2272	2340	2414	2489	2566	2645	2727	2811	2900
21	1926	2240	2309	2380	2454	2530	2608	2689	2772	2858	2945	3038
22	2003	2331	2403	2479	2554	2634	2714	2798	2885	2973	3066	3158
23	2089	2428	2501	2581	2660	2741	2827	2915	3007	3096	3195	3292
24	2169	2524	2602	2685	2768	2852	2938	3026	3126	3220	3318	3425
25	2261	2628	2709	2793	2880	2970	3061	3155	3250	3356	3457	3565
26	2360	2744	2828	2916	3009	3098	3196	3294	3396	3506	3608	3723
27	2462	2862	2951	3045	3139	3234	3333	3439	3545	3654	3765	3883
28	2568	2986	3077	3175	3272	3371	3474	3584	3694	3809	3927	4048
29	2679	3117	3215	3314	3416	3519	3632	3743	3859	3978	4099	4228
30	2797	3251	3356	3458	3566	3676	3790	3905	4029	4153	4279	4415
31	2925	3402	3511	3616	3729	3845	3961	4087	4215	4343	4475	4614
32	3057	3554	3664	3781	3896	4015	4140	4268	4399	4535	4677	4820
33	3191	3713	3827	3946	4067	4192	4321	4455	4595	4737	4883	5033
34	3326	3868	3989	4112	4236	4371	4506	4646	4787	4935	5088	5247
35	3479	4044	4173	4303	4434	4572	4709	4859	5010	51		

BIWEEKLY 10% 3-TOUR ROTATING SHIFT SALARY RATES EFFECTIVE 1-01-12

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	906	1055	1088	1122	1167	1191	1227	1266	1306	1348	1385	1428
3	946	1099	1133	1170	1202	1243	1280	1321	1361	1406	1447	1493
4	977	1135	1174	1209	1245	1283	1323	1365	1409	1451	1496	1541
5	1018	1186	1221	1261	1298	1340	1379	1422	1466	1511	1559	1606
6	1053	1223	1264	1301	1343	1383	1426	1469	1515	1563	1610	1661
7	1098	1276	1316	1356	1403	1439	1488	1531	1579	1627	1680	1731
8	1146	1332	1372	1418	1461	1506	1553	1599	1649	1700	1753	1808
9	1191	1383	1426	1470	1517	1564	1610	1662	1714	1766	1821	1880
10	1251	1454	1499	1544	1593	1643	1694	1747	1801	1854	1912	1972
11	1285	1496	1543	1591	1640	1690	1741	1796	1851	1910	1968	2028
12	1323	1539	1587	1638	1685	1738	1793	1848	1904	1964	2024	2083
13	1389	1613	1664	1717	1769	1822	1882	1938	1998	2061	2124	2189
14	1443	1682	1736	1788	1841	1899	1959	2020	2080	2144	2212	2283
15	1520	1769	1822	1881	1938	1997	2060	2123	2187	2255	2327	2398
16	1593	1851	1910	1968	2028	2093	2156	2223	2290	2365	2438	2511
17	1664	1934	1994	2058	2120	2184	2252	2323	2395	2466	2544	2625
18	1741	2025	2085	2153	2221	2288	2360	2430	2506	2585	2665	2748
19	1824	2120	2184	2253	2323	2396	2466	2544	2625	2705	2790	2875
20	1906	2220	2287	2357	2429	2505	2583	2663	2745	2830	2917	3010
21	1999	2324	2396	2470	2547	2626	2706	2791	2877	2966	3056	3153
22	2079	2419	2494	2573	2650	2734	2816	2904	2994	3086	3181	3277
23	2168	2520	2595	2679	2760	2845	2934	3025	3121	3213	3315	3417
24	2251	2619	2701	2786	2872	2960	3049	3141	3244	3342	3443	3554
25	2346	2727	2812	2899	2989	3082	3177	3274	3373	3483	3587	3699
26	2449	2848	2935	3026	3123	3215	3317	3419	3524	3639	3744	3863
27	2555	2970	3062	3160	3257	3356	3458	3568	3678	3792	3907	4029
28	2665	3099	3193	3295	3396	3498	3605	3719	3834	3952	4076	4201
29	2780	3235	3336	3439	3545	3652	3769	3884	4005	4128	4254	4388
30	2903	3374	3483	3588	3700	3816	3933	4052	4181	4310	4441	4582
31	3035	3530	3643	3752	3870	3990	4111	4242	4374	4507	4644	4788
32	3172	3688	3803	3924	4043	4167	4297	4429	4565	4706	4853	5002
33	3311	3853	3971	4095	4221	4351	4484	4623	4769	4916	5068	5223
34	3452	4014	4139	4267	4396	4536	4676	4821	4968	5122	5280	5445
35	3610	4197	4331	4465	4601	4744	4886	5042	5199	5356	5522	5691
36	3780	4395	4533	4674	4818	4965	5117	5278	5441	5608	5784	5960
37	3951	4596	4736	4881	5037	5192	5347	5514	5684	5860	6045	6232
38	4095	4762	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412
39	4221	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412
40	4353	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412
41	4486	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412
42	4623	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412
43	4769	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412
44	4915	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412
45	5067	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412	6412

BIWEEKLY 10% STEADY NIGHTS DIFFERENTIAL SALARY RATES EFFECTIVE 1-01-12

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	906	1055	1088	1122	1157	1191	1227	1266	1306	1348	1385	1428
3	946	1099	1133	1170	1202	1243	1280	1321	1361	1406	1447	1493
4	977	1135	1174	1209	1245	1283	1323	1365	1409	1451	1496	1541
5	1018	1186	1221	1261	1298	1340	1379	1422	1466	1511	1559	1606
6	1053	1223	1264	1301	1343	1383	1426	1469	1515	1563	1610	1661
7	1098	1276	1316	1356	1403	1439	1488	1531	1579	1627	1680	1731
8	1146	1332	1372	1418	1461	1506	1553	1599	1649	1700	1753	1808
9	1191	1383	1426	1470	1517	1564	1610	1662	1714	1766	1821	1880
10	1251	1454	1499	1544	1593	1643	1694	1747	1801	1854	1912	1972
11	1285	1496	1543	1591	1640	1690	1741	1796	1851	1910	1968	2028
12	1323	1539	1587	1638	1685	1738	1793	1848	1904	1964	2024	2083
13	1389	1613	1664	1717	1769	1822	1882	1938	1998	2061	2124	2189
14	1443	1682	1736	1788	1841	1899	1959	2020	2080	2144	2212	2283
15	1520	1769	1822	1881	1938	1997	2060	2123	2187	2255	2327	2398
16	1593	1851	1910	1968	2028	2093	2156	2223	2290	2365	2438	2511
17	1664	1934	1994	2058	2120	2184	2252	2323	2395	2466	2544	2625
18	1741	2025	2085	2153	2221	2288	2360	2430	2506	2585	2665	2748
19	1824	2120	2184	2253	2323	2396	2466	2544	2625	2705	2790	2875
20	1906	2220	2287	2357	2429	2505	2583	2663	2745	2830	2917	3010
21	1999	2324	2396	2470	2547	2626	2706	2791	2877	2966	3056	3153
22	2079	2419	2494	2573	2650	2734	2816	2904	2994	3086	3181	3277
23	2168	2520	2595	2679	2760	2845	2934	3025	3121	3213	3315	3417
24	2251	2619	2701	2786	2872	2960	3049	3141	3244	3342	3443	3554
25	2346	2727	2812	2899	2989	3082	3177	3274	3373	3483	3587	3699
26	2449	2848	2935	3026	3123	3215	3317	3419	3524	3639	3744	3863
27	2555	2970	3062	3160	3257	3356	3458	3568	3678	3792	3907	4029
28	2665	3099	3193	3295	3396	3498	3605	3719	3834	3952	4076	4201
29	2780	3235	3336	3439	3545	3652	3769	3884	4005	4128	4254	4388
30	2903	3374	3483	3588	3700	3815	3933	4052	4181	4310	4441	4582
31	3035	3530	3643	3752	3870	3990	4111	4242	4374	4507	4644	4788
32	3172	3688	3803	3924	4043	4167	4297	4429	4565	4706	4853	5002
33	3311	3853	3971	4095	4221	4351	4484	4623	4769	4916	5068	5223
34	3452	4014	4139	4267	4396	4536	4676	4821	4968	5122	5280	5445
35	3610	4197	4331	4465	4601	4744	4886	5042	5199	5358	5522	5691
36	3780	4395	4533	4674	4818	4965	5117	5278	5441	5608	5784	5960
37	3951	4596	4736	4881	5037	5192	5347	5514	5684	5860	6045	6232
38	4095	4762	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412
39	4221	4912	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412
40	4353	5061	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412
41	4486	5216	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412
42	4623	5381	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412
43	4769	5546	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412
44	4915	5717	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412
45	5067	5894	6074	6263	6412	6412	6412	6412	6412	6412	6412	6412

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	10.30	11.99	12.36	12.75	13.15	13.54	13.94	14.39	14.84	15.31	15.74	16.23
3	10.75	12.49	12.88	13.30	13.66	14.13	14.55	15.01	15.46	15.98	16.44	16.96
4	11.10	12.90	13.34	13.74	14.15	14.58	15.04	15.51	16.01	16.49	17.00	17.51
5	11.56	13.48	13.88	14.33	14.75	15.23	15.68	16.16	16.66	17.18	17.71	18.25
6	11.96	13.90	14.36	14.79	15.28	15.71	16.20	16.69	17.21	17.76	18.30	18.88
7	12.48	14.50	14.95	15.41	15.94	16.35	16.91	17.40	17.94	18.49	19.09	19.68
8	13.03	15.14	15.59	16.11	16.60	17.11	17.65	18.18	18.74	19.31	19.93	20.55
9	13.54	15.71	16.20	16.70	17.24	17.78	18.30	18.89	19.48	20.06	20.69	21.36
10	14.21	16.53	17.04	17.55	18.10	18.68	19.25	19.85	20.46	21.06	21.73	22.41
11	14.60	17.00	17.54	18.08	18.64	19.20	19.79	20.41	21.04	21.70	22.36	23.05
12	15.04	17.49	18.04	18.61	19.15	19.75	20.38	21.00	21.64	22.31	23.00	23.68
13	15.79	18.33	18.91	19.51	20.10	20.70	21.39	22.03	22.70	23.43	24.14	24.88
14	16.40	19.11	19.73	20.31	20.93	21.58	22.26	22.95	23.64	24.36	25.14	25.94
15	17.28	20.10	20.70	21.38	22.03	22.69	23.41	24.13	24.85	25.63	26.44	27.25
16	18.10	21.04	21.70	22.36	23.05	23.79	24.60	25.26	26.03	26.88	27.70	28.54
17	18.91	21.98	22.66	23.39	24.09	24.81	25.59	26.40	27.21	28.03	28.91	29.83
18	19.79	23.01	23.69	24.46	25.24	26.00	26.81	27.61	28.48	29.38	30.29	31.23
19	20.73	24.09	24.81	25.60	26.40	27.23	28.03	28.91	29.83	30.74	31.70	32.68
20	21.66	25.23	25.99	26.79	27.60	28.46	29.35	30.26	31.19	32.16	33.15	34.20
21	22.71	26.41	27.23	28.06	28.94	29.84	30.75	31.71	32.69	33.70	34.73	35.83
22	23.63	27.49	28.34	29.24	30.11	31.06	32.00	33.00	34.03	35.06	36.15	37.24
23	24.64	28.64	29.49	30.44	31.36	32.33	33.34	34.38	35.46	36.51	37.68	38.83
24	25.58	29.76	30.69	31.66	32.64	33.64	34.65	35.69	36.86	37.98	39.13	40.39
25	26.66	30.99	31.95	32.94	33.96	35.03	36.10	37.20	38.33	39.58	40.76	42.04
26	27.83	32.36	33.35	34.39	35.49	36.54	37.69	38.85	40.05	41.35	42.55	43.90
27	29.04	33.75	34.80	35.91	37.01	38.14	39.30	40.55	41.80	43.09	44.40	45.79
28	30.29	35.21	36.29	37.44	38.59	39.75	40.96	42.26	43.58	44.91	46.31	47.74
29	31.59	36.76	37.91	39.08	40.29	41.50	42.83	44.14	45.51	46.91	48.34	49.86
30	32.99	38.34	39.58	40.78	42.05	43.35	44.69	46.05	47.51	48.98	50.46	52.06
31	34.49	40.11	41.40	42.64	43.98	45.34	46.71	48.20	49.70	51.21	52.78	54.41
32	36.05	41.91	43.21	44.59	45.94	47.35	48.83	50.33</				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	10.99	12.79	13.19	13.60	14.03	14.44	14.87	15.35	15.83	16.33	16.79	17.31
3	11.47	13.32	13.73	14.19	14.57	15.07	15.52	16.01	16.49	17.04	17.53	18.09
4	11.84	13.76	14.23	14.85	15.09	15.55	16.04	16.55	17.08	17.59	18.13	18.68
5	12.33	14.37	14.80	15.28	15.73	16.24	16.72	17.24	17.77	18.32	18.89	19.47
6	12.76	14.83	15.32	15.77	16.28	16.76	17.28	17.80	18.36	18.95	19.52	20.13
7	13.31	15.47	15.95	16.44	17.00	17.44	18.04	18.56	19.13	19.72	20.36	20.99
8	13.89	16.15	16.63	17.19	17.71	18.25	18.83	19.39	19.99	20.60	21.25	21.92
9	14.44	16.76	17.28	17.81	18.39	18.96	19.52	20.15	20.77	21.40	22.07	22.79
10	15.16	17.63	18.17	18.72	19.31	19.92	20.53	21.17	21.83	22.47	23.17	23.91
11	15.57	18.13	18.71	19.28	19.88	20.48	21.11	21.77	22.44	23.15	23.85	24.59
12	16.04	18.65	19.24	19.85	20.43	21.07	21.73	22.40	23.08	23.80	24.53	25.25
13	16.84	19.55	20.17	20.81	21.44	22.08	22.81	23.49	24.21	24.99	25.75	26.53
14	17.49	20.39	21.04	21.67	22.32	23.01	23.75	24.48	25.21	25.99	26.81	27.67
15	18.43	21.44	22.08	22.80	23.49	24.20	24.97	25.73	26.51	27.33	28.20	29.07
16	19.31	22.44	23.15	23.85	24.59	25.37	26.13	26.95	27.76	28.67	29.55	30.44
17	20.17	23.44	24.17	24.95	25.69	26.47	27.29	28.16	29.03	29.89	30.84	31.81
18	21.11	24.55	25.27	26.09	26.92	27.73	28.60	29.45	30.37	31.33	32.31	33.31
19	22.11	25.69	26.47	27.31	28.16	29.04	29.89	30.84	31.81	32.79	33.81	34.85
20	23.11	26.91	27.72	28.57	29.44	30.36	31.31	32.28	33.27	34.31	35.36	36.48
21	24.23	28.17	29.04	29.93	30.87	31.83	32.80	33.83	34.87	35.95	37.04	38.21
22	25.20	29.32	30.23	31.19	32.12	33.13	34.13	35.20	36.29	37.40	38.56	39.72
23	26.28	30.55	31.45	32.47	33.45	34.48	35.56	36.67	37.83	38.95	40.19	41.41
24	27.28	31.75	32.73	33.77	34.81	35.88	36.96	38.07	39.32	40.51	41.73	43.08
25	28.44	33.05	34.08	35.13	36.23	37.36	38.51	39.68	40.88	42.21	43.48	44.84
26	29.68	34.52	35.57	36.68	37.85	38.97	40.20	41.44	42.72	44.11	45.39	46.83
27	30.97	36.00	37.12	38.31	39.48	40.68	41.92	43.25	44.59	45.96	47.36	48.84
28	32.31	37.56	38.71	39.93	41.16	42.40	43.69	45.08	46.47	47.91	49.40	50.92
29	33.69	39.21	40.44	41.68	42.97	44.27	45.68	47.08	48.55	50.04	51.56	53.19
30	35.19	40.89	42.21	43.49	44.85	46.24	47.67	49.12	50.68	52.24	53.83	55.53
31	36.79	42.79	44.16	45.48	46.91	48.36	49.83	51.41	53.01	54.63	56.29	58.04
32	38.45	44.71	46.09	47.56	49.00	50.51	52.08	53.68</				

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2	11.77	13.70	14.13	14.57	15.03	15.47	15.93	16.44	16.96	17.50	17.99	18.54
3	12.29	14.27	14.71	15.20	15.61	16.14	16.63	17.16	17.67	18.26	18.79	19.39
4	12.69	14.74	15.24	15.70	16.17	16.66	17.19	17.73	18.30	18.84	19.43	20.01
5	13.21	15.40	15.86	16.37	16.86	17.40	17.91	18.47	19.04	19.63	20.24	20.86
6	13.67	15.89	16.41	16.90	17.44	17.96	18.51	19.07	19.67	20.30	20.91	21.57
7	14.26	16.57	17.09	17.61	18.21	18.69	19.33	19.89	20.50	21.13	21.81	22.49
8	14.89	17.30	17.81	18.41	18.97	19.56	20.17	20.77	21.41	22.07	22.77	23.49
9	15.47	17.96	18.51	19.09	19.70	20.31	20.91	21.59	22.26	22.93	23.64	24.41
10	16.24	18.89	19.47	20.06	20.69	21.34	22.00	22.69	23.39	24.07	24.83	25.61
11	16.69	19.43	20.04	20.66	21.30	21.94	22.61	23.33	24.04	24.80	25.56	26.34
12	17.19	19.99	20.61	21.27	21.89	22.57	23.29	24.00	24.73	25.50	26.29	27.06
13	18.04	20.94	21.61	22.30	22.97	23.66	24.44	25.17	25.94	26.77	27.59	28.43
14	18.74	21.84	22.54	23.21	23.91	24.66	25.44	26.23	27.01	27.84	28.73	29.64
15	19.74	22.97	23.66	24.43	25.17	25.93	26.76	27.57	28.40	29.29	30.21	31.14
16	20.69	24.04	24.80	25.56	26.34	27.19	28.00	28.87	29.74	30.71	31.66	32.61
17	21.61	25.11	25.90	26.73	27.53	28.36	29.24	30.17	31.10	32.03	33.04	34.09
18	22.61	26.30	27.07	27.96	28.84	29.71	30.64	31.56	32.54	33.57	34.61	35.69
19	23.69	27.53	28.36	29.26	30.17	31.11	32.03	33.04	34.09	35.13	36.23	37.34
20	24.76	28.83	29.70	30.61	31.54	32.53	33.54	34.59	35.64	36.76	37.89	39.09
21	25.96	30.19	31.11	32.07	33.07	34.10	35.14	36.24	37.36	38.51	39.69	40.94
22	27.00	31.41	32.39	33.41	34.41	35.50	36.57	37.71	38.89	40.07	41.31	42.56
23	28.16	32.73	33.70	34.79	35.84	36.94	38.10	39.29	40.53	41.73	43.06	44.37
24	29.23	34.01	35.07	36.19	37.30	38.44	39.60	40.79	42.13	43.40	44.71	46.16
25	30.47	35.41	36.51	37.64	38.81	40.03	41.26	42.51	43.80	45.23	46.59	48.04
26	31.80	36.99	38.11	39.30	40.56	41.76	43.07	44.40	45.77	47.26	48.63	50.17
27	33.19	38.57	39.77	41.04	42.30	43.59	44.91	46.34	47.77	49.24	50.74	52.33
28	34.61	40.24	41.47	42.79	44.10	45.43	46.81	48.30	49.79	51.33	52.93	54.56
29	36.10	42.01	43.33	44.66	46.04	47.43	48.94	50.44	52.01	53.61	55.24	56.99
30	37.70	43.81	45.23	46.60	48.06	49.54	51.07	52.63	54.30	55.97	57.67	59.50
31	39.41	45.84	47.31	48.73	50.26	51.81	53.39	55.09	56.80	58.53	60.31	62.19
32	41.20	47.90	49.39	50.96	52.50	54.11	55.80	57.51</				

Appendix B

School Crossing Guards

All School Crossing Guards salary calculations will be done in accordance with past practice and the salary schedules are on file with Labor Relations and the Association of Municipal Employees.

APPENDIX C

Intro Res. No. 1296-85

Laid on Table 3/26/85

Introduced by the Presiding Officer at the request of the County Executive.

RESOLUTION NO. 262 - 1985, ADOPTING LOCAL LAW
NO. 6 YEAR 1985, A LOCAL LAW AMENDING LOCAL LAW
NO. 30-1981, A LOCAL LAW TO PROVIDE FOR THE
DEFENSE AND REIMBURSEMENT OF LEGAL FEES OF COUNTY
EMPLOYEES IN CONNECTION WITH LAWSUITS ARISING OUT
OF THE PERFORMANCE OF PUBLIC DUTIES OR RESPONSIBILITIES

WHEREAS, there was duly presented and introduced to this County Legislature at a regular meeting held on March 26, 1985, a proposed local law entitled, "A LOCAL LAW AMENDING LOCAL LAW NO. 30-1981, TO PROVIDE FOR THE DEFENSE AND REIMBURSEMENT OF LEGAL FEES OF COUNTY EMPLOYEES IN CONNECTION WITH LAWSUITS ARISING OUT OF THE PERFORMANCE OF PUBLIC DUTIES OR RESPONSIBILITIES", and said local law in final form is the same as when presented and introduced; now, therefore, be it

RESOLVED, that said local law be enacted in form as follows:
LOCAL LAW NO. 6 YEAR 1985, SUFFOLK COUNTY, NEW YORK.

A LOCAL LAW AMENDING LOCAL LAW NO. 30-1981, TO PROVIDE FOR THE DEFENSE AND REIMBURSEMENT OF LEGAL FEES OF COUNTY EMPLOYEES IN CONNECTION WITH LAWSUITS ARISING OUT OF THE PERFORMANCE OF PUBLIC DUTIES OR RESPONSIBILITIES

BE IT ENACTED BY THE COUNTY LEGISLATURE OF THE COUNTY OF SUFFOLK
as follows:

Sl. Local Law 30-1981 is hereby amended to read as follows:

Section 1. Legislative Findings

This Legislature hereby finds that County employees are currently subject to numerous lawsuits in connection with the performance of their routine duties and responsibilities.

This Legislature further finds that the courts have held that the defense of certain employees by the County Attorney's Office upon occasion constitutes a conflict of interest due to the divergent interests of the multiple defendants in complex litigation.

Therefore, the purpose of this legislation is to eliminate such a conflict by providing for appropriate defense counsel of one's own choosing for employees under such circumstances.

Section 2. Definitions

Section 2 of Local Law No. 30-1981 is hereby amended to read as follows:

As used in this law, unless the context otherwise requires: (a) the term "employees" shall mean any person holding a position by election, appointment, or employment in the service of the County of Suffolk, including, but not limited to, volunteers, any person not compensated for his or her services, and any member of any Board or Agency appointed by the County Executive and/or the Legislature, but shall not include an independent contractor. The term "employees" ~~shall include a former employee, his estate or judicially appointed personal representative~~ (b) the term "County" shall mean the County of Suffolk (c) the term "Legislature" shall mean the Suffolk County Legislature.

Section 3. Amendment

Section 3 of Local Law No. 30-1981, is hereby amended to read as follows:

(a) Upon compliance by the employee, peace officer or legislator with the provisions of section 3 of this Law, the County shall

provide for the defense of the employee in any civil action or proceeding in any state or federal court of administrative agency arising out of any alleged act or omission which occurred or is alleged in the complaint to have occurred while the employee was acting, or in good faith purporting to act, within the scope of his public employment or duties, or which is brought to enforce any provisions of Sections 1981 through 1988 of Title 42 of the United States Code. This defense shall not be provided where such civil action or proceeding is brought by or on behalf of the County or any agency of the County. The determination of an issue of whether or not an employee was acting within the scope of his public employment or duties at the time of the occurrence, act or omission giving rise to a claim shall be made in the first instance by the County Attorney.

(b) Subject to the conditions set forth in this Law, the employee shall be represented by the County Attorney or an attorney employed or retained by the County for the defense of the employee. The County Attorney shall employ or retain any attorney for the defense of the employee whenever (1) the County attorney determines, based upon an investigation and review of the facts and circumstances of the case, that representation by the County Attorney would be inappropriate, (2) a court of competent jurisdiction determines that a conflict of interest exists and that the employee cannot be represented by the County Attorney, or (3) the County Attorney determines, based upon an investigation and review of the facts and circumstances of the case, that representation by the County Attorney would be inadvisable due to the unavailability of resources in the Department of Law.

(c) If an employee is entitled to representation by private counsel pursuant to Section 3 (b) of this Law, the County Attorney shall notify the employee in writing of such determination. The employee shall be entitled to select an attorney of his choice as private counsel provided, however,

(i) The County Attorney, upon review of the credentials of said attorney, approves said attorney as qualified to litigate such matters and,

(ii) The County Attorney determines in advance the fee to be paid for such representation, and provided further

(iii) that no attorney with interests adverse to or in conflict with the County be selected or permitted to represent employees covered by this Law. It shall be the responsibility of the County Attorney to determine when an adverse interest exists which would cause the disqualification of any attorney. Reasonable attorney's fees as determined by the County Attorney and litigation expenses shall be paid by the County to such attorney employed or retained, from time to time, during the pendency of the civil action or proceeding. Payment of such fees and expenses shall be made in the same manner as other claims and expenses of the County. Any dispute with respect to representation of multiple employees by the County Attorney or by an attorney employed or retained for such a purpose or with respect to the amount of the fees or expenses, shall be resolved by the Court.

(d) Where the employee delivers process and a request for defense to the County Attorney as required by Section 4 of this law, the County Attorney shall take the necessary steps, including the retention of an attorney under the terms and conditions provided in Section 3 (b) and (c) of this Law, on behalf of the employee to avoid entry of a default judgment, pending resolution of any question relating to the obligation of the County to provide a defense.

(e) In the event that the act or omission upon which the court proceeding against the employee is based was or is also the basis of a disciplinary proceeding by the employee's Department or agency against the employee, then representation by the County Attorney may be withheld (i) until such disciplinary proceeding has been resolved and (ii) unless the resolution of the disciplinary proceeding exonerates the employee as to such act or omission.

Section 4. Beneficiaries

The benefits of the amendments contained in this Law shall be extended to all employees, including any employee in a negotiating unit for which an agreement has been negotiated pursuant to CIVIL SERVICE LAW, Article 14, regardless of whether such agreement expressly so provides, any language in Section 6 of Local Law No. 30-1981 to the contrary notwithstanding.

Section 5. Separability

If any provision of this Law, or the application thereof to any person or circumstance, be held unconstitutional or invalid in whole or in part by any court of competent jurisdiction, such holding of unconstitutionality or invalidity shall in no way affect or impair any other provision of this Law or the application of any such provision to any other person or circumstance.

Section 6. Recovery of Fees, Sanctions & Costs

Any County employee, for whom and on whose behalf a defense is provided by the County, pursuant to the provisions of this local law, shall promptly remit to the County Treasurer any award of fees, sanctions or costs made to such employee, unless otherwise directed by the Court.

S2. Effective Date and Applicability

This local law shall take effect upon filing in the office of the Secretary of State. The provisions of this local law are deemed remedial in nature and effect, and shall be applied to every action or proceeding hereafter commenced; or which is pending before a Court, or, for the appeal of any order or judgment in which time has not yet expired, at the time this local law takes effect.

APPENDIX D
CHILD CARE LEAVE

A. CHILD CARE LEAVES GENERALLY:

1. Leaves will be granted by the Department Head for child care in accordance with the following rules and regulations.

2. The Employee should give reasonable notification of intent to take leave so that arrangements may be made by the Department for a necessary replacement of the Employee during the period of leave.

B. CHILD CARE LEAVE: A child care leave will be granted upon application in accordance with these guidelines to a natural or adoptive parent of either sex. A child care leave will be granted in the case of an Employee and/or multiple births in accordance with the following:

1. Only one parent may be on a child care leave at any given time.

2. A child care leave may commence no earlier than the date of the birth of the child.

The commencement of a child care leave in connection with an adopted child will be directly related to the date the child is placed in the home.

3. Child care leaves may be granted to a maximum of 12 months. However, in no case will an Employee be permitted a combination of disability and child care leave that extends beyond a one year period inclusive of any disability leave (i.e., an Employee who starts a disability leave four weeks before the date of delivery and uses accumulated time for the first eight weeks after the birth, may only take a child care leave of up to nine months). Where an Employee has taken disability leave during the first six months of pregnancy and where the Employee has returned to work for a minimum of three months prior to the birth of the child, such prior time taken for disability will not be included in the calculation of the 12 month leave.

4. Any Employee who does not commence child care leave immediately upon termination of a disability leave and/or any Employee who does not commence child care leave upon the birth of the child and/or any adoptive parent Employee, will have the length of child care leave computed as follows:

<u>Age of Child Upon Start of Leave</u>	<u>Maximum Permissible Child Care Leave</u>
Birth up to 2 months	10 months
3 months	9 months
4 months	8 months
5 months	7 months
6 months	6 months
7 months	5 months
8 months	4 months
9 months	4 months
10 months	4 months
11 months	4 months

5. No child care leave will be permitted for a child one year or older, except:

a. Where there are mitigating circumstances (including an infant who has required extensive hospitalization) and where the Employee has returned to work and did not avail her/himself of a child care leave, the Employee may make application to the Office of Labor Relations for special consideration for a child care leave extending beyond the child's first birthday.

b. Where an adoptive parent can show that an adoptive agency necessitates the adoptive parent to be at home with an adoptive child over the age of one year, the adoptive parent may make application to the Office of Labor Relations for a child care leave of a four week period. A minimum of four weeks will be granted in the adoption of a child over one year of age. Where an adoption agency necessitates more than a four week leave period, the Employee will be responsible for documenting same at the Office of Labor Relations in order to have the four week leave period extended.

6. No Employee will be permitted to use any type of leave accruals during a child care leave, except where an Employee has a pre-approved vacation period (an Employee may use vacation, compensatory or personal time) falling within the time period for which they have been granted a child care leave. The vacation period is to commence "immediately following the period of maternity disability leave." An Employee is not permitted to use other type of leave accruals immediately preceding or after such leave, except a disabled Employee may utilize all applicable disability leave accruals (regardless of type) immediately before or after child care leave.

APPENDIX E

Long Term Disability Insurance

I. Eligibility

An Employee is eligible to receive the disability income benefits for a non-job-related illness that lasts in excess of 90 consecutive calendar days (at no time is an Employee permitted to receive both workers' compensation and disability income for the same illness). The benefits provide for a weekly payment of two-thirds of the Employee's income up to \$300 per week. These payments will be made on a bi-weekly basis by the County. An Employee is eligible for this benefit payment for a maximum of 104 weeks. This benefit payment is to be made to an eligible Employee regardless of the Employee's payroll status (i.e. receiving accruals, on one-half sick pay, on an unpaid leave of absence, or at the exhaustion of the unpaid leave of absence). No accruals may be used to enable an Employee to receive more than his/her full salary. Disability income is a taxable benefit. FICA must also be deducted from disability income for six calendar months after the calendar month that the Employee last worked. Each Employee receiving disability income should discuss disability tax income provisions with his/her tax consultant at the year's end. A separate W-2, indicating the disability income received, will be issued by the County at the end of the year.

II. To Apply for Disability Income

Application forms can be obtained from the Employee's Departmental payroll/personnel representatives. An Employee suffering a disability expecting to last in excess of 90 consecutive calendar days should submit the Suffolk County Disability Claim Form and W-4S Tax Form to his/her Departmental payroll/personnel representative 30 days after the disability has begun. The physician's statement on the application must be completed before the form is submitted. By his/her signature on the application, the disabled Employee is authorizing release of all medical records and documentation relating to his/her disability claim. Medical bills are not covered by disability and must be forwarded to the Employee's health benefit carrier. The County may, at its discretion, schedule an Employee for a consulting physician's examination to certify and/or recertify the disability.

The Employee will be notified as to the approval or disapproval of his/her claim.

III. To Appeal a Disapproved Claim

Should the County deny an Employee's claim for disability income, the Employee will have the right to appeal to the Office of Insurance and Risk Management in writing within 30 days of his/her notification. The appeal should include any additional evidence that may substantiate the Employee's claim. Copies of this appeal should be sent to the Department's payroll/personnel representative, the Office of Labor Relations, and the Employee's Union if applicable.

When such a disagreement occurs, the matter will be referred to a third-party physician and his/her decision will be binding.

IV. To Return to Work

As soon as the Employee is notified by his/her physician that he/she can return to regular duty, the Employee must notify his/her payroll/personnel representative. The notice must include a medical

report completed by his/her personal physician. An Employee returning to the payroll from disability income is required to complete a W-4 to be submitted to the payroll/personnel representative.

V. Recurrence of Disability

Once the Employee has returned to work, his/her disability income ceases. Should the Employee suffer a recurrence of the original disability, based on a new incident, a 90-calendar-day waiting period must again elapse before he/she is again eligible to receive disability income. Should the Employee be unable to perform his/her duties due to the existence of the same condition without further incident, the claimant may then continue to receive disability benefits, without any further waiting period, until the original one year period of payments has elapsed. Should the claimant suffer a new disability unrelated to the original disability, the normal 90-calendar-day period and all procedures as previously stated will apply.

General questions that you may have regarding all benefits should be referred to your Departmental payroll/personnel representative. Specific questions regarding your Employee circumstances for Health Insurance Benefits should be referred to the Employee Benefits Unit of the Department of Civil Service/Human Resources at 34866 (853-4866), or e-mail to ebu@co.suffolk.ny.us. Specific questions regarding the Long Term Disability Insurance can be referred to the Office of Insurance and Risk Management at 853-4700.

APPENDIX F

JOB PROTECTION

1. Before assigning AME unit work to persons not in the AME Unit:
 - a) The County will provide notice to AME stating the County's needs; and
 - b) AME may, within 10 days thereafter, propose alternatives to satisfy the County's needs; and
 - c) If AME proposes alternatives, the County and AME will meet and confer with respect to the AME proposals.
2. The County agrees it will not lay off Employees as a direct result of an assignment of unit work.
3. AME will receive monthly copies of items relating to sub-contracting as are requested by them and that are available as a matter of public information.
4. AME will be provided copies of all future contracts between contractors and the County relative to work now being done by negotiating unit personnel.
5. The Labor-Management Committee comprised of the Office of Labor Relations and AME referenced in Section 18 of the 1989 - 1991 AME Collective Bargaining Agreement will meet on a regular basis to discuss current and proposed County contracts with regard to "Historically and Exclusively" contracting out bargaining unit work.

APPENDIX G

BILL OF RIGHTS

To ensure that Employee rights are maintained, the following will represent the Employees' Bill of Rights:

1. In all disciplinary hearing proceedings, the burden of proof that discipline is for just cause will rest with the County.
2. An Employee will be entitled to a Union representative or an attorney at each step of a disciplinary proceeding instituted.
3. An Employee will be entitled to a Union representative or an attorney at an interrogation if it is determined by the questioner or reviewer at that time that the Employee is a likely subject for disciplinary action.
4. No recording device will be used, or any stenographic record be taken, during an interrogation unless the Employee is so advised in advance.
5. Except as provided in Section 7 below, no statement(s) or admission(s) made by an Employee during an interrogation held without that Employee having the opportunity of a Union representative or an attorney will be subsequently used in a disciplinary proceeding against the Employee.
6. No Employee against whom disciplinary action has been initiated will be requested to sign any statement or admission of guilt, to be used in a disciplinary proceeding without the opportunity to have a Union representative or an attorney.
7. An Employee will be entitled to a Union representative at each step of the grievance procedure.
8. An Employee will not be coerced or suffer any reprisal, either directly or indirectly, that may adversely affect that Employee's hours, wages or working conditions as the result of the exercise of the rights provided by this Agreement.
9. Disagreements arising as to the interpretation or application of this Bill of Rights will not be specifically addressed pursuant to this Bill of Rights, but must be grieved pursuant to the appropriate Article contained in the Agreement.

APPENDIX H

ELIGIBILITY FOR BENEFITS

The following eligibility benefits will apply by amending Section 15(D), "Eligibility for Benefits" and Section 7.1 Health Insurance, of this Agreement as follows:

1. No one employed as a permanent part-time budgeted Employee before June 16, 1998, will lose any benefits specifically set forth in the Agreement that they currently enjoy.

2. Any permanent part-time budgeted Employee hired after June 16, 1998 must work greater than 50% of the established work week to be entitled to benefits. These benefits include Health Insurance coverage, Benefit Fund contributions, longevity payments and prorated accruals. Any benefits or contributions that are not extended to part-time budgeted Employees prior to June 16, 1998 are similarly included.

3. Employees working greater than 50% of the established work week in a permanent part-time budgeted position will receive full Health Insurance coverage, Benefit Fund contributions, longevity payments and prorated accruals. Accruals will continue to be prorated based upon the percentage of the work week an Employee is scheduled to work. Any benefits not enumerated herein that are currently extended to similarly situated Employees will continue.

4. Employees working 50% or less will have the option of purchasing health insurance on a pro-rata basis (e.g. a 40% Employee can opt to pay 60% of health insurance premium).

APPENDIX I
BLUE COLLAR CAREER LADDER

POSTING

Each series of a career ladder within a Department has a basic entry level position that will be used as the hiring point for the majority of Employees. Any vacancies in titles above the entry level will be posted and filled in the following manner:

1. Each Department will be responsible for posting notices of their vacancies for advancement within the Blue Collar Career Ladder. Each Department will designate locations where these vacancies will be posted. Each time a vacancy is posted, copies of the posting will also be sent to the AME Office, to the Unit Presidents in their Department and to each predetermined site in the Department.

2. The postings will contain the title of the vacant position (including, if applicable, the specialties of any craft within a generic title), the necessary minimum qualifications required for the position, the physical location of the vacancy, the duties of the position, the last date on that applicants are to be accepted, the expected date on which the position will be filled, to whom applications are to be submitted and work shift and work days of vacant position.

3. All notices of vacancies are to be posted by the Department at least 10 working days before the last filing date of the applications.

4. It will be up to the individual Departments to determine where the applications are to be submitted, who will review the applications, and how the Employees are to be notified of acceptance or rejection. In any case, Employees will be notified as to their own Departmental procedures.

SELECTION OF CANDIDATES

1. Preferred consideration for appointment to vacancies to non-supervisory titles above the entry level in the Career Ladder will be given first to Employees of the Department in the next lower of the Career Ladder. In making the appointment, selection will be made from one of the three most senior Employees who has applied for the position who meets the minimum promotional qualifications (time in title), if applicable, has a background in the specialty required, if applicable, meets any special operation considerations of the Department that are a requirement of that position, has no major disciplinary action against him/her in the last year, and demonstrates the ability to perform the duties of the higher level position during the probationary period. All applicants must be interviewed by seniority until a selection is made. In those cases where no Employee meets the minimum promotional qualifications, but is in the lower level promotional position and meets the minimum qualifications of the posting and has no major disciplinary action against him/her in the last year, he/she will be eligible for promotion.

2. Where there are no eligible applicants from the next lower title in the promotional career ladder within the Department, the selection will be made from the three most senior eligible Employees in the next lower level in the promotional career ladder within their Department (e.g., if there is a vacancy for Automotive Mechanic III, and there are no Automotive Mechanics II eligible, the selection will be made from those Employees in the title Automotive Mechanic I within their Department).

If there are no eligible Employees in the Department in the lower levels of the promotional career ladder, any of the three most senior Employees in a lower pay grade than the vacant position in the Department who meets the required qualifications of the posting for the vacancy regardless of his/her present title will be selected, provided he/she has no major disciplinary action against him/her in the last year.

2(a). If there is at least one, but fewer than three, eligible applicants from the next lower title in the promotional career ladder within the Department, then the necessary number of Employees in the next lower level of the career ladder, starting from the most senior, will be considered so that the County has a choice of one in three. If the appointment is made from the lower level, the Employee in the higher level will be considered to be senior to the lower level Employees for purposes of paragraph 5.

3. If no Employee in the Department meets the seniority and qualifications of the posting, the Department will then survey Employees in other Departments.

Postings will be made in all Departments in conformance with POSTING as set forth herein. Selection will be made first among the three most senior Employees in the lower title in the promotional career ladder. Failing to have an eligible applicant, the three most senior Employees in the next lower title in the promotional career ladder will be considered. Failing to find an applicant within the career ladder, then any of the three most senior Employees meeting the required qualifications of the posting will be considered for the position regardless of title, provided he/she has no major disciplinary action against him/her in the last year.

4. Should no Employee in County service meet the requirements as set forth in Paragraphs 1 - 3 of the "Selection of Candidates", the Department will be permitted to fill the vacancy with an applicant from outside the County service. It will be necessary to post vacancies within that Department where the vacancy exists. However, should management be of the opinion that there are no eligible candidates within their Department, they may post the vacancy in their Department and in all other County Departments on the same date.

Regardless of County-wide postings, Department Employees still must be considered prior to other County Employees.

5. An Employee who, as one of the three most senior candidates found eligible for two prior postings and who, in both cases, was bypassed by less senior Employees, will be given the next promotion for which he/she is the most senior eligible applicant to apply.

6. In the filling of supervisory positions (i.e., Mechanic IV, Highway Labor Crew Leader), the selection of candidates to fill these positions will be based on seniority, qualifications for the job and ability to supervise. Where job qualifications for the job and ability to supervise are substantially equal, seniority will be the determining factor.

7. (a) Any Employee who is in either a position graded lower than an entry level position, or who wishes to be considered for an entry level position, or who wishes to be considered for an entry level position in another career ladder, should make application to the Department(s) where an entry level position may exist.

(b) Should any Employee desire a reassignment to a different job location within his/her Department or a transfer to another Department within his/her job title, the Employee will make application in writing to the Department. His/her application will be kept on file for the next vacant position and, where practicable and where this is no major disciplinary action against him/her in the last year, he/she will be given preference prior to posting a position for promotion. After a posting has been made, only Employees applying for promotion will be considered and no consideration will be given to transfers.

8. Each appointment within the Career Ladder will be posted by the Department showing title, name of incumbent, effective date of appointment and posting involved. This will be posted within the Department and a copy sent to each Unit President and the Association within 30 days from the appointment.

9. The appropriate supervisor will generate Employee letters to each eligible applicant indicating the reason(s) that each eligible applicant was bypassed.

PROBATIONARY PERIOD

Each applicant selected for a Blue Collar promotion within the career ladder will serve a probationary period of up to 12 weeks. After the first three weeks, the Employee will be called in to discuss his/her work (both the pluses and the minuses) with his/her supervisor. This discussion will be of an informal nature and will serve as an informational type meeting. At the end of the sixth week, the Employee will again be called in to discuss his/her work with the supervisor and the supervisor will be required to prepare a written evaluation for his/her personnel file. The Employee has the right to enter any material, in writing, in his/her personnel file in answer to the supervisor's evaluation. At the end of the 9th week, the Employee will be called in for a third discussion and a second written evaluation. The Employee will be notified during each evaluation of both the pluses and minuses in regard to his/her job performance and if his/her current job performance level will not be acceptable in order to pass probation, he/she will be provided with specific reasons. Final notification regarding his/her probationary period will be given no later than the end of the 12th week. Should the supervisor make a determination at that time during the probationary period that the Employee is not qualified for the position and is to be returned to

his/her former position, the Employee has an option to appeal within two weeks. Should the Department determine that it is necessary, in unusual circumstances, that an Employee's probationary period be extended, not to exceed three additional weeks, a written evaluation will also be required at the end of the 12th week. The Employee has the right to request that a Union representative be present during any of the above evaluations.

If one of the evaluations required above is not performed, the probationary period will automatically be extended for one three week period to allow the evaluation to occur.

In the event that the above Probationary Procedure is not followed by the Department, then the Employee will be deemed to have passed his/her probationary period.

An Employee receiving an appointment to a higher level position not within the career ladder will receive a 26 week probationary period (i.e., an appointment from Automotive Equipment Operator to Auto Mechanic III). The probationary procedure will be performed as described above at four week intervals. Should the Supervisor make a determination at any time after the end of the 12th week that the Employee is not qualified for the position and is to return to his/her former position, the Employee may, within two weeks, have the option of an appeal.

Any period of authorized absence aggregating up to 10 work days during the probationary term, may, at the discretion of the appointing authority, be counted as time served in the probationary term. The probationary term of any Employee will be extended by the number of work days of absence that, pursuant to this section, are not considered as time served in the probationary term.

Should an Employee desire to have his/her supervisor's determination appealed, he/she will immediately contact the Association. It will be incumbent upon the Association and management to agree on a neutral third-party to review the case.

This neutral third-party will be limited to the review of the Employee's file (that written documentation entered during the probationary term) and to discussions and review with those parties involved in the decision as well as discussions with the Employee involved. The neutral third-party will render a decision in 30 days whether the Department's decision was arbitrary. Until the decision by the neutral third-party is rendered, the Employee will be returned to his/her original position and remain in same unless the neutral third-party decision maker finds that he/she should be reinstated to the higher title. An Employee returned to his/her former position and later reinstated by the neutral third-party decision, will be reimbursed for all back monies he/she would have earned in the higher level position.

Each Employee who is promoted to fill a position on a substitute basis due to a vacancy by an Employee promoted to a higher title and who is serving his/her probationary period in that title, will be notified that his/her permanency in that title is contingent on the first Employee's passing his/her probationary period. While the second Employee is filling the substitute

promotion, he/she will be considered as serving his/her probationary period. Should this Employee pass his/her probationary period but be returned to his/her lower level title because the other Employee has failed his/her probation period and has been returned back to his/her former position, the Employee in the lower title will be deemed to have passed his/her probationary period and will be entitled to the next promotion to that title and receive such without serving a second probationary term. It will not be necessary to repost the second promotional position.

Any Employee who fails his/her probationary period and is reinstated to his/her former position will not be eligible for another promotion in that same title or in a higher level title of the same career ladder for a period of one year from the reinstatement to his/her former position.

When an Employee has failed his/her probationary period in a Blue Collar promotional position, and the Department wishes to refill the promotional position, there will be necessity to repost the position. The Department will use the original list of applicants from the original posting and the preceding rules will apply.

APPENDIX J

COUNTY OF SUFFOLK



ROBERT J. GAFFNEY
SUFFOLK COUNTY EXECUTIVE

LABOR RELATIONS

DAVID S. GREENE
DIRECTOR

MEMORANDUM OF AGREEMENT

When signed below, this shall constitute an agreement between the Suffolk County Association of Municipal Employees and the County of Suffolk with regard to amending Section 7.2 "Workers Compensation" to provide for an independent medical consulting facility to serve as the third party medical group. The parties, agree as follows:

1. St. Charles Hospital and Rehabilitation Center in Port Jefferson, New York shall be deemed the Third Party Medical Group (T.P.M.G.).
2. The purpose of T.P.M.G. is to determine whether an employee who incurred an illness or injury (mental or physical) as the result of the performance of his/her duties has sufficiently recovered and is physically and mentally able for either temporary limited duty assignments (special assignment) or full duty.
3. The parties agree that the examining physician assigned by the T.P.M.G. shall complete a MEMBERS CONDITION AND RESTRICTIONS REPORT, upon completion of the evaluation. The County shall assign employees limited to restricted duty to duty assignments consistent with the restrictions noted on said report.
4. The examining physician assigned by the T.P.M.G., prior to making their determination, shall receive copies of the employee's diagnostic reports, x-rays, lab reports, hospital records and such other clinical evidence as the parties may deem relevant which would enable the consultants to render their own objective determination. Records may not be unilaterally submitted to the medical consultants. All records shall first be screened at a joint meeting of the representatives of both parties who will then forward said documents to the medical consulting service.
5. If the determination by the T.P.M.G. is for less than a full duty e.g. temporary totally disabled or light duty, the T.P.M.G. shall set forth a time period when the employee shall again be re-evaluated. The County's Medical Evaluation Unit (M.E.U.) may re-evaluate the employee within one month of the date set by the T.P.M.G.

continued.....

LOCATION
H. LEE DENNISON BLDG.
100 VETERANS MEMORIAL HIGHWAY

MAILING ADDRESS
P.O. BOX 6100
HAUPPAUGE, NY 11788-0099
AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

(516) 853-4900
FAX (516) 853-4981

6. The re-evaluation by the County's M.E.U. may be included in the package sent to the T.P.M.G. for subsequent re-evaluation, but may not change the employees current status.

7. Appointments with the T.P.M.G. will be scheduled by the department's personnel office.

8. The Office of Labor Relations shall act as the liaison in settling internal disputes between the Association and any department.

9. All other provisions of Section 7.2 remain in full force and effect.

DATED: 5/2/99

FOR THE ASSOCIATION:

Phyllis M. Garbarino
Phyllis M. Garbarino, President
Suffolk County Association of
Municipal Employees

FOR THE COUNTY:

David S. Greene
David S. Greene, Director
Suffolk County Executive:
Office of Labor Relations

ab

APPENDIX K

COUNTY OF SUFFOLK



ROBERT J. GAFFNEY
COUNTY EXECUTIVE

PERSONNEL AND LABOR RELATIONS

DAVID S. GREENE
DIRECTOR

JEFFREY L. TEMPERA
DEPUTY DIRECTOR

MEMORANDUM OF AGREEMENT

When signed below, this shall constitute an agreement between the County of Suffolk and the undersigned unions with regard to a deferred compensation program.

The County of Suffolk has offered a deferred compensation program since 1986 which included a deferred compensation panel to advise the County Executive on such matters.

The parties by signing this agreement are amending their respective Collective Bargaining Agreements to include the advisory panel and deferred compensation program. The County of Suffolk agrees to continue offering the deferred compensation program as well as an oversight panel. The panel will consist of one member designated by each of the below listed unions and an equal number of members designated by the County Executive. The panel will serve as an oversight committee to make recommendations to the County Executive for his designation of financial and/or administrative providers. The panel will also review and render final determinations regarding hardship matters, carry out any other responsibilities as provided for in State Finance Law No. 5, the Rules and Regulations promulgated thereunder and any other applicable Federal or State laws, rules or regulations, as well as any other matters mutually agreed to by the parties.

DATED: June 8, 1992

ASSOCIATION OF MUNICIPAL EMPLOYEES

W. Charles Bender
W. Charles Bender, President

PATROLMEN'S BENEVOLENT ASSOCIATION

Thomas E. Tohill
Thomas E. Tohill, President

SUPERIOR OFFICER'S ASSOCIATION

Arthur J. Cluff
Arthur J. Cluff, President

DETECTIVE INVESTIGATOR'S PBA

Sid Grossman
Sid Grossman, President

APPENDIX L

COUNTY OF SUFFOLK



ROBERT J. GAFFNEY
Suffolk County Executive

LABOR RELATIONS

Jeffrey L. Tempera
DIRECTOR

MEMORANDUM OF AGREEMENT

When signed below, this shall constitute an agreement between the county of Suffolk and the Association of Municipal Employees to establish a pool of donated time for employees being treated for Breast Cancer.

Suffolk County recognizes the ever-increasing number of Breast Cancer incidents on Long Island and the hardship the treatment of such an illness places on the individual and their families. Therefore, Suffolk County has developed a proposal to assist those County employees, and their families, who are being treated for Breast Cancer.

The Office of Labor Relations receives quite a few requests to establish catastrophic illness/donation of accrual pools for individuals diagnosed with and being treated for Breast Cancer. While unfortunate, Breast Cancer, under normal circumstances, does not meet the criteria associated with a catastrophic illness. However, the hardship to the individual and the special needs associated with treatment and recuperation from Breast Cancer certainly warrants special consideration. It is for these reasons that this proposal addresses a concern of major consequence for families on Long Island.

Under this new program, AME members wishing to participate will be permitted to "voluntarily" donate "compensable" time to a pool of hours to be utilized for any employee, within AME, who is being treated for Breast Cancer and has exhausted his/her own accruals. The pool of hours will also be available for County employees within AME, who are primary caregivers or caretakers for a spouse being treated for Breast Cancer.

The following rules and procedures associated with this program shall apply, without exception, to AME members.

1. The Program will be "non-precedent setting", non-grievable", and "non-arbitrable".

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AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

2. Employees can only donate "compensable" time (accruals that result in county monies being expended, such as vacation time, compensation time, personal time and/or lag time, which would have been paid for upon separation). If an employee has both frozen and new accruals to donate, it is at their discretion as to which accruals shall be donated from. Time beyond contractual cap limitations at the end of the year may not be donated. Sick time may not be donated.
3. The employees wishing to donate their time to this pool shall sign a form stating the type of accruals to be donated, the amount to be donated and that they understand this time may not be rescinded. This form shall be maintained in the Office of Labor Relations. A copy shall be provided to the department payroll representative so that they may correctly adjust the affected timesheets.
4. Such donated time will be placed in a "special pool", which will be maintained by the Office of Labor Relations. The pool will be accessed by a committee, which will be comprised of the President of AME, or his/her designee, and a representative of the Office of Labor Relations.
5. Once time has been donated, it cannot be rescinded.
6. Proof of the employee's condition (or his/her spouse's condition) and a Treatment Plan or schedule must be provided to the Committee prior to consideration and approval for the use of pool hours. Periodic updates will be required (i.e. medical documentation).
7. The employee must exhaust all of his/her own accruals prior to donated time being utilized. If all accruals have been exhausted and half leave pay has commenced, the donated time will supplement the employee's pay up to 100% of the employees "base pay". Any differentials the employees may have been receiving will not be considered. At no time can an employee's check be more than 100% of his/her normal gross salary.
8. The Committee will make a recommendation to the Director of Labor Relations. The Director's decision shall be final and binding.
9. The total amount of time an employee may utilize donated accruals for is six (6) months.

1. (5) days x (7.0) hours x (26) weeks = 910 hours

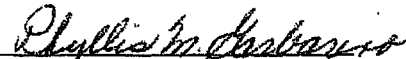
2. (5) days x (7.5) hours x (26) weeks = 975 hours

10. Extensions of up to but not to exceed six (6) months may be granted at the sole discretion of the Director of Labor Relations.
11. Any disagreement concerning the interpretation of the intent of this agreement shall be resolved by the Director of Labor Relations.


Nothing contained herein shall be deemed precedent setting and may not be cited in any other matter, such as but not limited to, any grievance, arbitration, court, PERB, or other related proceeding regarding the implementation and administration of the Breast Cancer pool, except to prove that a matter is non-grievable, arbitrable or non-precedent setting.

DATE: OCTOBER 8, 2002

FOR THE UNION:


Phyllis M. Garbarino, President
Suffolk County Association of
Municipal Employees

FOR THE COUNTY:


Jeffrey D. Tempera, Director
Suffolk County Executive:
Office of Labor Relations

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SUFFOLK COUNTY WITH SUFFOLK COUNTY ASSOCIATION
OF MUNICIPAL EMPLOYEES, INC.
BARGAINING UNIT NO. 6

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COUNTY OF SUFFOLK

Steven Bellone
County Executive

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Chief Deputy County Executive

LABOR RELATIONS

Jennifer K. McNamara, Esq.
Director

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MUNICIPAL EMPLOYEES, INC.**

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